



# The Local Lens: Multi-track Courts

Chippewa and Outagamie Counties

Date: April 23, 2026





# Learning Objectives



Explore why change was needed to a multiple track court



How were these changes implemented

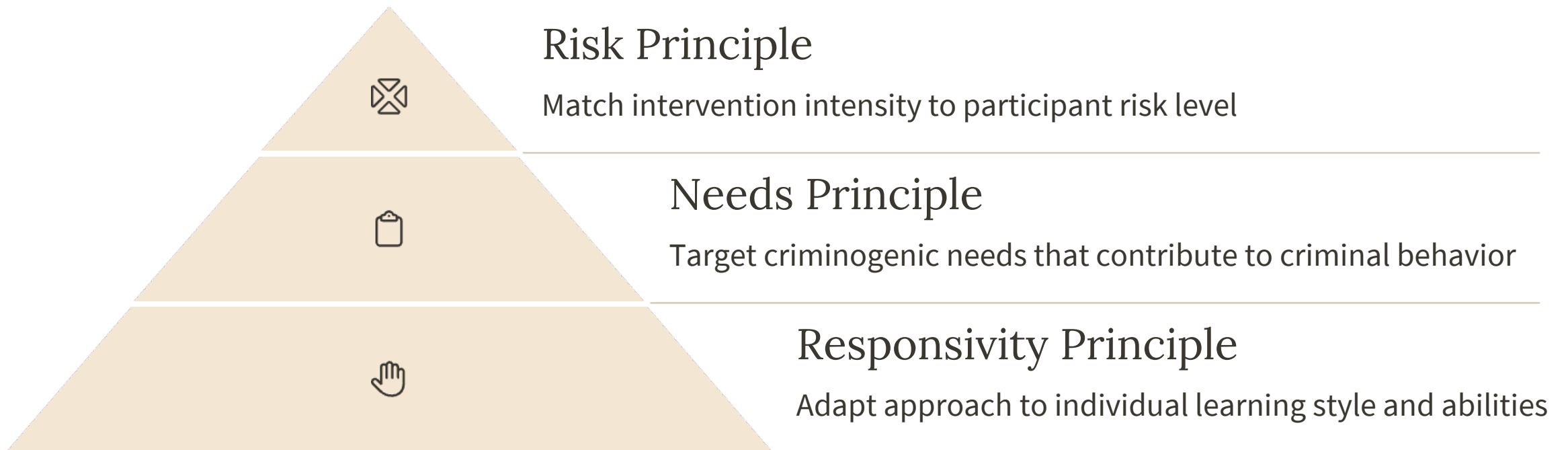


What were the noted impacts and outcomes



Challenges and lessons learned

# The Risk-Needs-Responsivity Principle



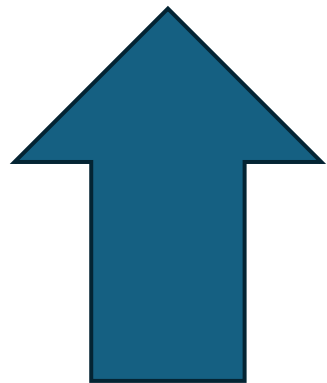
# Program Structure and RNR

High Risk and High Need

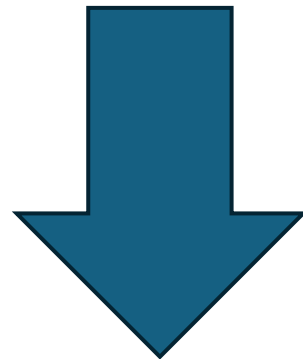
**EQUAL AMOUNTS**

Supervision & Treatment

Low Risk and High Need



Treatment



Supervision

# Panel Members

Chippewa County

Rose Baier

Tiffany Berg

Outagamie County

Chelsea Niemuth

Taylor Geske

# Why Were Multiple Tracks Explored?



Front-End Intervention Treatment Program to Recovery Court-No Diversion between



Opportunity: Data indicated a need for individuals not being served



A system was in place to incorporate this into the current program



Limited eligibility in traditional single-track model



Opportunity: Matching participants to the appropriate level of treatment/supervision, while keeping risk levels separated.



A system was in place to incorporate this into the current program

Chippewa County

Outagamie County

# How Were Changes Implemented?

## Chippewa County

Applied for a Multi-Track treatment court training through All Rise

Commitment of all team members for entire training.

Follow-up over six months to incorporate changes

## Outagamie County

Applied for Multi-track treatment court training through All Rise

Commitment of all team members for entire training.

Utilized the All Rise Multi-track publication to assist in creating and revamping Policies and Procedures

# Description of Model

## The Journey

### Chippewa County

- **Phase Structure:** 5 phases
- **Limited court involvement:** As long as doing well, the court meets for phase advancement
- **Separate court docket and programs:** for lower risk individuals

# Description of Model

## The Journey

### Outagamie County

- **Phase Structure:** 4 phases
- **Court involvement:** Initially 2x/month in phase 1, reducing to 1x/monthly and then bi-monthly in phases 2-4
- **Separate court docket and programs:** for lower risk individuals

# Impacts and Outcomes

## Chippewa County

- **LRRC:** 5 participants so far, leading to 4 graduations and 1 termination due to a new felony conviction.
- 75% of participants have reinstated their driving privileges and sustained gainful employment.
- Connect participants with community resources (Recovery Capital) to support recovery and reduce recidivism.

## Outagamie County

- **VTC LRHN:** 12 participants so far, 3 graduations, and 1 graduate is now a VTC Mentor. Close to 60% of the Vets in this track received DJA's in an effort to avoid a felon conviction.
- **DATC LRHN:** Some young, first-time offenders are offered expungement upon completion.
- Connecting participants to treatment and community resources (building their Recovery Capital) with the goal of reducing recidivism.

# Lessons Learned

## Chippewa County

- Have only had minimal referrals
- Post adjudication or alternative to revocation court
- No (legal) incentives for the hard work involved with the Recovery Court model

## Outagamie County

- Consistently making decisions that align with their risk/need level.
- Recognizing that over-intervening with low-risk participants can make outcomes worse.

# Contact Information

## Chippewa County

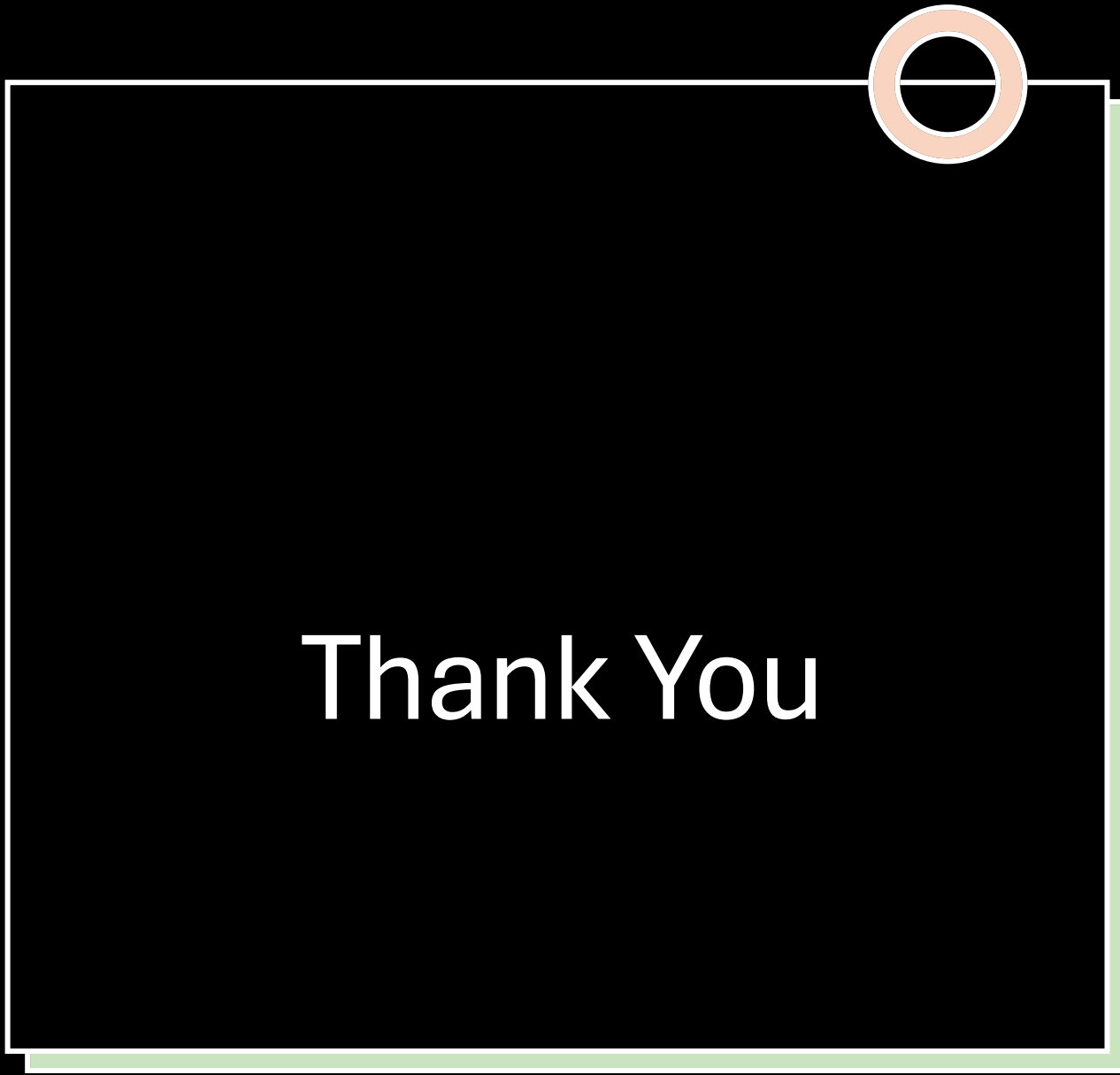
Rose Baier  
Chippewa County Criminal Justice Services Director  
[rbaier@chippewacountywi.gov](mailto:rbaier@chippewacountywi.gov)

Tiffany Berg  
Chippewa County Recovery Court Case Manager  
[tberg@chippewacountywi.gov](mailto:tberg@chippewacountywi.gov)

## Outagamie County

Taylor Geske  
Outagamie County Drug and Alcohol Treatment Court Coordinator  
[Taylor.Geske@Outagamie.org](mailto:Taylor.Geske@Outagamie.org)

Chelsea Niemuth  
Outagamie County Criminal Justice Treatment Services Deputy Director  
[Chelsea.Niemuth@Outagamie.org](mailto:Chelsea.Niemuth@Outagamie.org)



Thank You





# The Local Lens: Rebuilding Team Cohesion

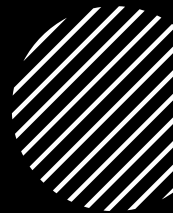
A Panel Discussion Featuring Three County Teams

Date: April 23, 2026

Moderator: Susan Hilger



# Learning Objectives



Understand the dynamics of team cohesion in multidisciplinary settings



Explore how teams respond to changes in composition and structure



Identify strategies for reinvestment and rebuilding trust



Celebrate the resilience and accomplishments of local teams

# Stages of Team Development

## Tuckman Model

### Stages Defined:

- **Forming/Restructure:** A team member change, confusion, uncertainty
- **Storming/Retreat:** Initial withdrawal and role-specific silos, disagreement, struggles for leadership
- **Norming/Reach Out:** Seeking support and reconnecting, consensus, new stable roles
- **Performing/Reinvest:** Renewed commitment to shared mission, successful performance, openness
- **Adjourning:** another change, disengagement, separation



# Strategies to Move Through the Stages

- Forming Strategies
    - Mission Statement – Purpose of the group/program
    - Skillset Review – understanding roles
    - Establish guidelines
  - Storming Strategies
    - Establish communication norms
    - Understand that disagreement can be productive if done appropriately
    - Ask for altered behavior not altered personalities
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# Strategies to Move Through the Stages

- Norming Strategies
    - Recognize involvement and encourage each other
    - Encourage opportunities for growth
    - Share responsibilities and ask for help (delegate)
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# Panel Discussion

Each county team will tell their story and respond to the following questions:

- How did your team feel and react to the changes?
- What resources or steps helped your team move forward?
- Did you review best practice standards?
- Did you seek external training or guidance?
- How did you reconnect with your shared mission?
- What did reinvestment look like for your team?
- How did this process deepen your understanding of each other?
- How did it help you empathize with participants facing change?

# Burnett County



17,383 Population [2026] – Estimate

Program Inception: 2006

Program Graduates: 60

Program Capacity: 8-12

## **Panel Members:**

Judge Melissia Mogen

Miranda Simpkins– DOC Field Supervisor

Leah Leinweber – DOC Agent

# Crawford County



**Crawford County**

16,042 Population [2026] – Estimate

Program Inception: 2018

Program Graduates: 20

Program Capacity: 12-15

## **Panel Members:**

Judge Lukas Steiner

Andrew Burdick – District Attorney

# Wood County



73,755 Population [2026] –Estimate

Program Inception: 2007 though 2004 (pilot)

Program Graduates: 188

Program Capacity: 35

## **Panel Members:**

Judge Emily Nolan-Plutchak

Dillon Ksionek– Coordinator



## Celebrating Accomplishment

Each team:

- Faced disruption.
- Adapted and grew.
- Recommitted to their mission.

This breakout is a moment to recognize and celebrate that journey.

# Closing & Reflection



Final thoughts from panelists



Encourage breakout attendees to reflect on their own team dynamics



Questions?



# The Local Lens: Incentives That inspire

A Panel Discussion

Date: 4/23/2026

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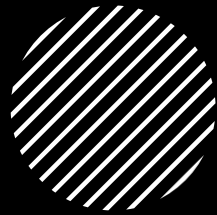
# Why Incentives Matter

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- Incentives can:
  - Motivate participation and progress
  - Reinforce positive behaviors
  - Build trust and rapport between teams and participants
- Updating incentives ensures relevance, equity, and effectiveness

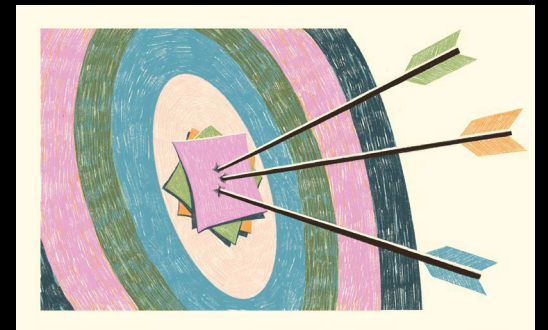


# Why Incentivizing Behaviors Encourages Change



Incentives:

- Reward system =  motivation
- Bridge external and internal motivation
- Tailored incentives aligned with personal values





# Monetary vs Non-Monetary Incentives

While transportation vouchers and gift cards are popular, non-monetary incentives can be just as powerful—or even more so—depending on context and delivery. Here’s a comparison:

Incentive Type	Examples	Benefits	Considerations
<b>Monetary</b>	Gift cards, cash bonuses, vouchers	Immediate impact, universal appeal	May reduce intrinsic motivation over time
<b>Non-Monetary</b>	Recognition, flexible scheduling, skill-building workshops	Builds loyalty, personal connection, long-term engagement	Often more meaningful and sustainable

# Non-monetary Incentives

Tap into deeper psychological needs:

- Recognition and appreciation foster belonging and morale.
- Autonomy and flexibility (e.g., remote court appearances, choice in activities) increase satisfaction.
- Growth opportunities (e.g., training, mentorship) build confidence and commitment.

In fact, studies show that non-monetary rewards often have longer-lasting effects on motivation and team cohesion than financial incentives alone.

# Shawano County



41,299 Population [2024] – Estimate

Program Inception: 2019

Program Graduates: 16

Program Capacity: 12

## **Panel Members:**

Judge William Kussell

Emily Hartfield – Coordinator

# Panel Questions

- #1: What prompted your county to revise its incentive policy?
- #2: How did your team begin the process?
- #3: Do you use different levels of incentives that are based goal types?
  - Easier/Proximal vs Difficult/Distal
- #4: How did these changes affect your team? Did it spark creativity? Improve morale? Shift roles or responsibilities?
- #5: How did these changes impact the judicial interaction and court session in general? Did it improve rapport with participants?
- #6: Since you've made these changes, what feedback have you received? Have you seen changes in engagement, trust, or outcomes?

Shawano  
County

Incentives in  
Action



Shawano  
County

Incentives in  
Action



Shawano  
County

Incentives in  
Action



Shawano  
County

Incentives in  
Action



Shawano  
County

Incentives in  
Action



# Monroe County Drug Court



46,208 Population [2024] – Estimate

Program Inception: January 2020

Program Graduates: 25

Program Capacity: 20

**Panel Member:**

Tara Nichols – Coordinator

# Panel Questions

#1: What prompted your county to revise its incentive policy?

#2: How did your team begin the process?

#3: Do you use different levels of incentives that are based goal types?

- Easier/Proximal vs Difficult/Distal

#4: How did these changes affect your team? Did it spark creativity? Improve morale? Shift roles or responsibilities?

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Monroe  
County

Incentives in  
Action



Monroe  
County

Incentives in  
Action



Monroe  
County

Incentives in  
Action



Monroe  
County

Incentives in  
Action



# Monroe County

# Incentives in Action



# Clark County Recovery Court

34,739 Population [2024] – Estimate

Program Inception: 2022

Program Graduates: 4

Program Capacity: 15

## **Panel Members:**

Samantha Larrabee – DOC Agent

Jarod Houghtling – Coordinator

Kayla Rochester – Behavioral Health Manager



**Clark County**

# Panel Questions

- #1: What prompted your county to revise its incentive policy?
- #2: How did your team begin the process?
- #3: Do you use different levels of incentives that are based goal types?
  - Easier/Proximal vs Difficult/Distal
- #4: How did these changes affect your team? Did it spark creativity? Improve morale? Shift roles or responsibilities?
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Clark  
County

Incentives in  
Action



Clark  
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Incentives in  
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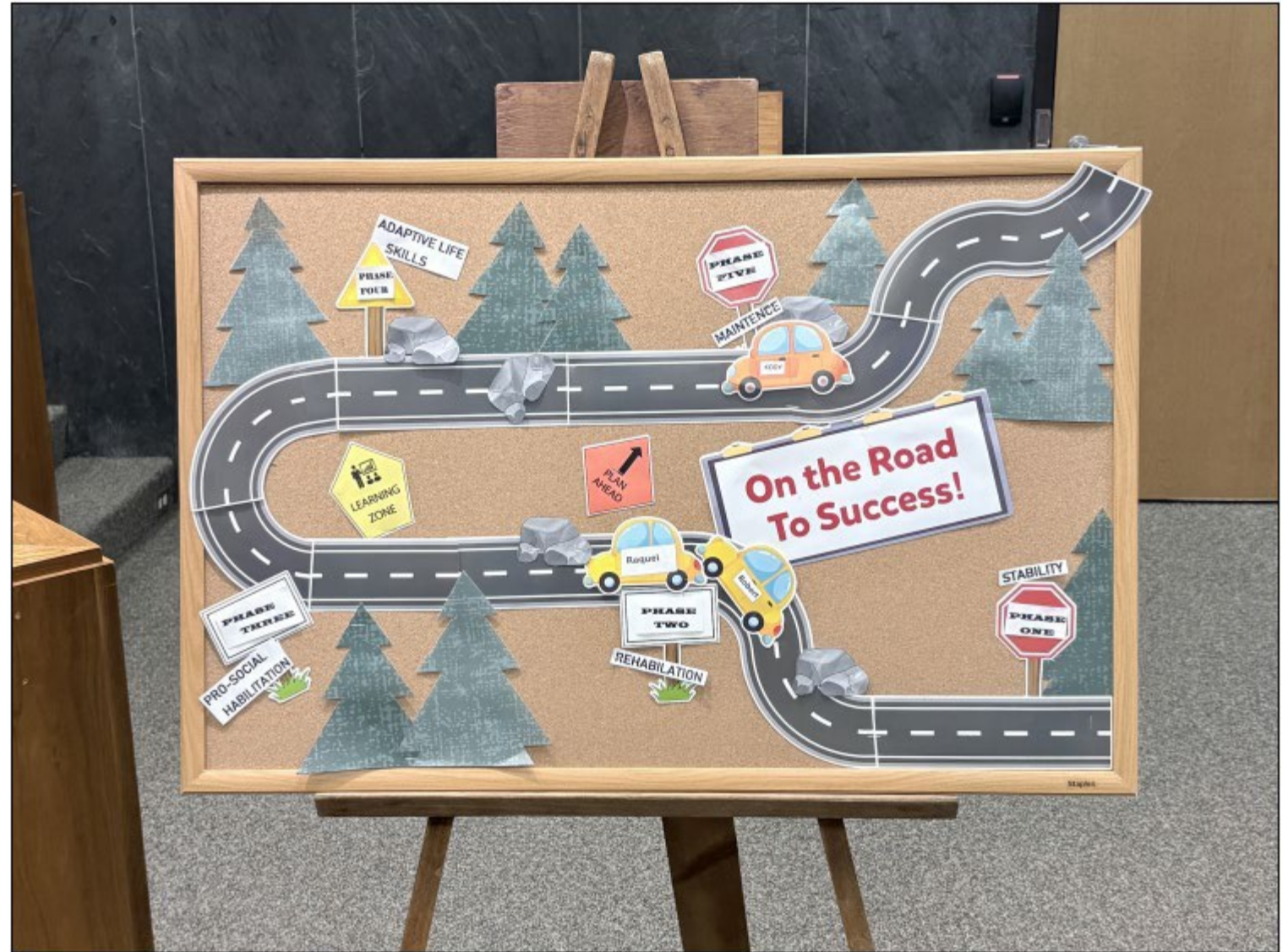
Clark  
County

Incentives in  
Action



Clark  
County

Incentives in  
Action



# Final Reflections

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Carry on these ideas forward

## Panelists

Thank you for your courage to try something new and your generosity in sharing it.

## Breakout Attendees

May you leave inspired to build your own culture of encouragement.

# Contact Information

## Shawano County

Judge William Kussel  
Shawano County Circuit Court, Br. 2

Emily Hartfield  
Treatment Court Coordinator  
[emily.hartfield@shawanocountywi.gov](mailto:emily.hartfield@shawanocountywi.gov)

## Monroe County

Tara Nichols  
Justice Programs Manager  
[tara.nichols@co.monroe.wi.us](mailto:tara.nichols@co.monroe.wi.us)

## Clark County

Jarod Houghtaling  
Program Director/Justice Point  
[JHoughtaling@JusticePoint.org](mailto:JHoughtaling@JusticePoint.org)

Kayla Rochester  
Behavioral Services Program Manager  
[kayla.rochester@co.clark.wi.us](mailto:kayla.rochester@co.clark.wi.us)

Samantha Larrabee  
DOC Agent  
[Larrabee.Samantha@Wisconsin.gov](mailto:Larrabee.Samantha@Wisconsin.gov)



thank  
you!