

Strategic Plan: 2024 - 2028

ENHANCE, AUGMENT & SPECIALIZE LEGAL DEFENSE SERVICES

- Prioritize attorney, investigator, and paralegal training to facilitate specialization and increase capacity for adult felony cases.
- Increase advocacy for children and their families by expanding the Child and Family Law Division's legal and holistic defense services.
- Provide office staff, colleagues, and public defense professionals with access to relevant and timely trainings, with a focus in trial skills, DEI, and evidence-based practices.



INVEST IN STAFF TO SUSTAIN A HEALTHY & PRODUCTIVE OFFICE CULTURE

- Engage in leadership development to better support frontline staff, improve communication, and increase accountability.
- Implement initiatives, activities, and programs to foster team-building and collaboration across all divisions.
- Develop and maintain policies to sustain caseload standards, ensure coverage for staff absences, and facilitate healthy work/life balance.



LEVERAGE HOLISTIC DEFENSE PRACTICE TO ADVOCATE FOR CRIMINAL JUSTICE REFORM

- Expand collaboration with partners to address collateral consequences of criminal justice involvement and gaps in legal services.
- Participate in legislative, political, and legal advocacy at the local, state, and federal levels to reduce incarceration rates, protect clients' constitutional rights, and abolish oppressive and racist practices.
- Collaborate with community partners to improve clients' access to services and housing, provide alternatives to incarceration, and reduce recidivism by addressing the root issues of criminal justice involvement.



CONCLUDE CAPITAL IMPROVEMENTS & UPDATE TECHNOLOGY FOR IMPROVED SERVICE DELIVERY

- Complete the main office renovation and utilize upgraded spaces to improve staff productivity and client experience.
- Ensure all staff have access to technology outside of the main office to support advocacy and engagement with clients in the field, in outlying offices and courts, and in the jail.
- Explore the utilization of technology to increase efficiency and productivity through the use of electronic filing and cloud-based storage.