

## GIDEON'S PROMISE FACULTY

The one resource we are fortunate to have in abundance is great lawyers willing to donate their time and energy as teachers and mentors for our community. For that we are thankful as our faculty is our most valuable resource.

### Primary Faculty

At the heart of our effort to build a generation of public defenders to collectively transform the way our criminal justice system treats poor people accused of crimes is our Primary Faculty. While there are many excellent training programs available to public defenders that teach various trial skills and recent developments in the law, Gideon's Promise uses a model that also teaches values essential to public defense and strategies to resist systemic pressures to abandon those values. While training is essential to our mission, it is not an end in itself. Under the Gideon's Promise model, training is one tool used to drive a transformation in indigent defense. Therefore, unlike many training programs that look for excellent trial lawyers to teach discreet topics, we ask our Primary Faculty to make a deep and long-standing commitment to our mission. To this end, the Primary Faculty consists of a collection of current and former **public defenders** who volunteer to serve as **teachers** at Summer Institute, as **mentors** to participants in our Core 101 Program, and as **ambassadors** for the organization and the community we are building together. The Primary Faculty members commit to serve as a continuous presence dedicated to both the development of the individual lawyers in our community as well as of the organization as a whole.

Because our theory of change involves grooming our graduates to serve as trainers and mentors, the greatest influx of new Primary Faculty members comes from public defenders in our partner-offices who have been through our Core 101 Program and are currently members of our Graduate Program. However, we do occasionally invite new Primary Faculty members to join us. But, due to both budgetary and logistical constraints, we are limited in the number of Primary Faculty we can support. Therefore, the Primary Faculty is comprised of that group of faculty members who have demonstrated the greatest commitment to helping us fulfill our mission. The following is a list of both **requirements** and **considerations** for trainers seeking to join our Primary Faculty:

### Requirements

- All Primary Faculty are **required** to have worked as a public defender. This is important to ensure that all Primary Faculty members bring an appreciation of the unique challenges that face public defenders, above and beyond those that confront criminal defense attorneys generally, and experience in working to overcome these challenges.
- All Primary Faculty are **required** to have attended Track 1 of the Gideon's Promise Trainer Development Conference. This is critical because Primary Faculty each only spend several days helping to facilitate the 14-day Summer Institute, yet must understand the overall goals of the Summer Institute, how each part of the curriculum helps advance those goals, and how the sessions they are present for fit into the larger vision. This is necessary both so that the faculty member can effectively help participants understand how each session fits into the larger curricular

scheme during their time at Summer Institute, and so that they can be more effective as mentors charged with helping participants apply these lessons in the field.

#### Additional Considerations:

- When evaluating any request to invite a potential new member to join our Primary Faculty, in addition to the above requirements, we **consider** the following factors:
  - Their connection to public defense in general :
    - We give priority to those who currently serve as public defenders, as well as give consideration to the years of experience one has as a public defender. This is important because we want all Primary Faculty to model the ideal that there is no more important work that a lawyer can do than to serve as a public defender. Our lawyers work in systems that send a strong message that public defense should be a “stepping-stone” to more important work (private defense lawyer, judge, law firm, etc). We want to ensure that all of our faculty help promote the message that public defense is for the most committed, most talented, and most compassionate defenders. All faculty members, even those no longer serving as public defenders, are expected to provide a counter-narrative to the message that public defenders are second-class lawyers.
    - We give priority to those who have practiced in the jurisdictions our lawyers come from as these faculty members can better identify with the specific challenges our lawyers face and have greater experience developing strategies to overcome those challenges. For this reason, priority is given to Gideon’s Promise graduates, as well as senior lawyers in Gideon’s Promise partner-offices.
    - We give priority to those who demonstrate a strong commitment to, and a practice consistent with, the client-centered values that form the foundation of our model.
    - We give priority to those who have experience teaching and mentoring public defenders in one-on-one and small-group settings. We are not looking for faculty members who can show up and do an amazing presentation at Summer Institute. We are looking for faculty members who can appreciate the existing curriculum, and programmatic goals, and serve as part of a team that is committed to helping our lawyers internalize the values that underscore these goals through coaching and mentoring
    - We give priority to those who have attended, or are committed to attend, Track 2 of our Trainer Development Conference. Track 2 is designed to help faculty develop as small group coaches and mentors consistent with the programmatic vision of Gideon’s Promise.
    - We give priority to those who have demonstrated a commitment to Gideon’s Promise through the support they have provided the organization and its lawyers in the past. Serving as an ambassador for this movement is expected of every Primary Faculty member. Above and beyond serving as teachers and mentors,

we look to Primary faculty to help with outreach and build support for our mission. While demonstrated committed to this function can come in a variety of forms, past examples of ambassadorship are an important consideration.

- We consider the ability of a Primary Faculty member to cover the cost of participating in Summer Institute. While we do cover expenses for most of our Primary Faculty participating in Summer Institute, there are some members who are able to cover their own travel, lodging and meals either because they maintain a successful private practice or they work for an organization (public defender office or law school) that can cover these expenses. Because the greatest limitation on the number of faculty we can bring to Summer Institute is budgetary, the ability to cover these expenses makes it easier for us to invite an interested faculty member to join us in this capacity.

### **Guest Faculty**

We also recognize that there are many amazing teachers with much to offer our public defenders who are not part of our Primary Faculty, yet who are eager to help our lawyers develop into excellent advocates immediately and leaders of the indigent defense reform movement in the future. These are experts who are willing to donate their time to work with our lawyers to develop skills that supplement the lessons taught in the Summer Institute. Guest Faculty members are invited to prepare and teach a session at Gideon's Promise Summer or Winter Meetings. Unlike Primary Faculty members, there is no requirement that Guest Faculty members attend the Gideon's Promise Trainer Development Conference or that they have experience as public defenders. Any teacher who has expertise in an area that is relevant to public defenders is invited to propose a session.

Because we have a very strong preference that all sessions be interactive, we ask that proposals be for session that are roughly two and a half hours long and that include a substantial "on-your-feet" or interactive component (session at the Winter and Summer meeting are generally 2 ½ hours long). While we expect each session to include a presentation of the relevant material, any non-interactive, "lecture" component should be limited to no more than 60 minutes. This is to make sure there is sufficient time for participants to engage in exercises designed to help them understand how to apply the lessons taught.

Guest faculty members must propose a session that includes some form of written material about the session topic (an article or detailed outline are preferred but a powerpoint presentation could serve as a substitute), and exercises or discussion points that will be used during the interactive component. More comprehensive session could propose using two or three of the 2 ½ hour sessions for a more detailed 5-hour or 7.5-hour program.

Guest faculty are expected to join us for the entire weekend to be available to get to know our community and interact with the lawyers outside of the training component.





**GIDEON'S PROMISE**  
**PRIMARY FACUTY MEMBER APPLICATION**

**Name:** \_\_\_\_\_

**Contact Info:** \_\_\_\_\_

**Current Position and Title:** \_\_\_\_\_

**Public Defender Experience:**

**List the organizations you worked for as a public defender, relevant dates, and whether you the capacity in which you served (trial attorney (misdemeanor, felony, juvenile), appellate attorney, supervising attorney, etc.)**


**Certify that you will complete Track 1 of the Trainer Development Conference before July 2014 and list date of attendance**


**Will you complete Track 2 of Trainer Development Conference before July 2104? If yes, list date of attendance**


**Describe any experience you have had teaching small groups of public defenders**


**Describe any experience you have had mentoring new public defenders**


**Share any information that helps us understand your commitment to the values taught at Gideon's Promise and the concept of client-centered public defense**


**Share any information that helps demonstrate an understanding of the unique challenges faced by public defenders in our nation's most dysfunctional systems**


**Share any information that demonstrates past support of Gideon's Promise**


**Would you, or your organization, be able to cover any portion of the expenses associated with you joining us for Summer Institute**




**GIDEONS' PROMISE  
GUEST FACULTY PROPOSAL**

**Name:** \_\_\_\_\_

**Contact Info:** \_\_\_\_\_

\_\_\_\_\_

**Current Position and Title:** \_\_\_\_\_

**Public Defender Experience, if any:**

List the organizations you worked for as a public defender, relevant dates, and whether you the capacity in which you served (trial attorney (misdemeanor, felony, juvenile), appellate attorney, supervising attorney, etc.)


**Proposed Session title**


**Proposed Session description, including goals (this should include the points that will be taught during the presentation portion and further examined during the interactive portion)**


**Summary of how you expect the session to go**


**Amount of time needed for session (ideally 2 ½ hours, but will consider increments of 5 or 7 ½ hours. Will consider stand-alone, hour-long presentations ONLY if they are on a unique topic our lawyers would not otherwise be exposed to)**


**Briefly describe the form of written materials associated with this session**


**Describe any audio video needs for this session**


**Will you need additional faculty to help facilitate workshops or will you keep the group together for the entire session?**


**Would you, or your organization, be able to cover any portion of the expenses associated with you joining us for Summer Institute**
