



# KRILL STRATEGIES

TRANSFORMING THE LEGAL PROFESSION

To: Leah Wilson, State Bar of California

From: Patrick Krill

Re: Proposed statement of work for additional LAP consulting

Date: October 11, 2017

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The following are outlines of additional work which I could perform for the State Bar and the LAP, pursuant to recent discussions about critical action items for the LAP, and consistent with the terms of my original contract which became effective May 8, 2017 and remains effective through May 7, 2018. Estimates of time are based on the facts and circumstances known to me at this time, and should be open to amendment should the facts, circumstances, or scope of work change.

## **Appendix I Review: 100 hours**

- Overall purpose and goal of this work is to arrive at an informed, considered, and actionable determination regarding whether the LAP should be retained within the State Bar
  - Interview LAP Oversight Committee Members.
  - Facilitate discussions with State Bar Court, Bar staff, and other stakeholders as appropriate; attend and present at Oversight Committee and Board of Trustee meeting(s) as appropriate.
  - Survey and analysis of approaches and best practices in other states.

- Consult with/interview LAP directors and state bar staff in other states as appropriate.
- Preparation and delivery of findings in written report format; clearly articulate pros and cons of various options, and an analysis of which course of action would be the most consistent and congruent with the current direction in which the State Bar is moving, specifically a more regulatory-focused entity. Provide supporting rationale for recommendations along with the outlines of a draft implementation plan.

\*\* Any substantive or ongoing implementation work would need to be separately scoped.

#### **Key Report Action Item Implementation Activities: 200 hours**

- Overall purpose and goal of this work would be to provide direction and assistance around the implementation of key recommendations contained in my report to the Oversight Committee dated October 6, 2017. The scope of this work is somewhat fluid, depending primarily on the priorities and timelines of the State Bar staff and Oversight Committee. This time estimate is based on providing guidance around the following initial recommendations.
  - **Recommendation:** The Evaluation Committee should be eliminated entirely, or its use restricted to those who are in the LAP as the result of some involvement with discipline.
    - Work: Provide guidance and strategic consultation around retooling of processes, and reorganization of LAP staff duties/activities to effectuate

an elimination of, or reduction in scope to, the Evaluation Committee. (70 hours)

- **Recommendation:** The LAP should be conducting ongoing program evaluations to measure client progress and satisfaction, and to better understand program strengths and weaknesses and implement modifications as appropriate.
  - Work: Propose evaluation content and format, work with LAP staff to design evaluation process and implement utilization. (30 hours)
- **Recommendation:** The LAP should develop more targeted resources for solo practitioners, especially those in outlying or rural areas who cannot easily attend facilitated groups.
  - Work: Spearhead and develop strategy; develop educational content and outreach materials in collaboration with LAP staff. (70 hours)
- **Recommendation:** The LAP should unofficially collaborate or otherwise develop relationships with treatment providers and mental health professionals who specialize in or regularly treat lawyers. (30 hours)
  - Work: Propose identification and outreach strategy for LAP staff to engage with target group of treatment providers and mental health professionals