



**Making a SPLASH**  
2018 ANNUAL EDUCATION CONFERENCE

## One Size May Not Fit All: Revisiting Professional Development Training for Public Service Students & Lawyers

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## Here's the Plan . . .

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- From the Law School Public Interest Advisors' Perspective - Why This Matters
- Brainstorming Exercise
  - What broader skills do students pursuing a career in public interest law need?
- From the Public Interest Employers' Perspective – What We Want From Law Schools/New Lawyers
- Training Exercise
  - How employers teach professional development
- PD Programs/Training Ideas for Public Interest Students

**LEGAL FELLOW (Internally-Funded)**

**Experience: Entry Level 0-3 years**

Bar membership required: At time of application, At start date, Awaiting Results

Job Description [omitted]

**The basic job responsibilities include:**

- Legal research on U.S. law, international law, and other legal regimes
- Preparation of legal memorandums, court briefs, and filings for U.S. and other legal systems
- Work in collaboration with other NGOs and communities assist in the development of legal and advocacy strategies
- Research on new legal strategies to defend the human rights and environment of vulnerable communities
- **Communication of [organization's] work through web content and media contacts**
- **Policy advocacy with the U.S. legislative and executive branches**

**The Legal Fellow may also be asked to:**

- Travel domestically to court hearings, and appear in court on behalf of clients
- Travel internationally to meet with victims, communities, and NGOs
- Speak on behalf of [organization] in various venues
- Collaborate on [organization's] publications and assist in [organization] events
- Take initiative to develop and coordinate new projects
- Supervise law student interns on legal research projects
- Assist other ERI programs as needed, including shared administrative, development, and communications tasks

**ATTORNEY- HOUSING AND COMMUNITIES WORKGROUP**

**Experience: Entry Level 0-3 years**

Bar membership required: At start date

Job Description [Text Omitted]

**Under the supervision of the Managing Attorney, the staff attorney will:**

- Maintain an appropriate caseload according to year of practice that includes complex advocacy and direct services;
- Develop case strategies and work plans for matters assigned;
- Draft pleadings, legal documents, trial memoranda, appellate briefs and **community education materials;**
- **Actively participate in community groups and coalitions on issues impacting service-eligible populations;**
- Investigate, develop and litigate high-impact cases at the trial and appellate level in federal and state courts;
- Negotiate case settlements, when appropriate;
- **Work on public policy issues impacting low income individuals and communities;**
- **Understand and ensure compliance with applicable program regulations and funding requirements.**

**PUBLIC INTEREST ATTORNEY**

**Experience:** Entry Level 0-3 years, Lateral 3+ years  
**Bar membership required:** At time of application

**Duties & Responsibilities.** Under the supervision of the Executive Director, the work of the staff attorney will include the following tasks:

- Providing low income individuals and formerly incarcerated individuals with direct client services in re-entry, housing, and other matters.
- Outreach and coordination to other advocacy organizations, legal/social service providers, school groups, and clients;
- Organizing and participating in twice monthly walk-in legal clinic, including recruitment of volunteer attorneys;
- Participating and advocating for change in [name omitted] Council and other local policy forum;
- Discussing the work and mission of the Center with media and elected officials;
- Providing assistance in fundraising activities support staff attorney position;
- Providing supervision and/or legal oversight to Drivers Relicensing Director and other administrative staff; and
- Other duties as assigned

## What Skills do Public Interest Lawyers Really Need?

Add Skills Here:



## Sample PD Exercise - Team Management\*

(\*provided by/adapted from PDSDC training exercise)

Tom, a junior attorney at a public interest organization, is assigned to work on a case with a team of other people – a social worker, an immigration attorney, and a housing attorney. Tom has been told that the social worker, who has been working in this area for a very long time, is excellent and knows her stuff. Tom is happy to leave the social work to her, since he has the legal aspects of the case to worry about, so after an initial team meeting Tom mostly manages the work of the other two attorneys on the case. Several months into the case, the client asks to meet with Tom and tells him that the social worker has been to his job site and has disclosed embarrassing information about the client's legal case. The client is very upset with Tom, as he is the team leader, and wants to know if Tom approved this action on the part of the social worker.

What went wrong here? What should Tom tell the client about what has happened to create this situation, and what will happen going forward? What conversation should Tom have with the social worker?

What skills might this exercise help a public interest lawyer develop?

## Where Do We Go From Here? PD Programming/Training Ideas

- **Brown Bag Discussions/Speakers on Public Interest PD Topics**
- **Interession Course –Professional Development for PI Students**  
(include workshops with area experts on the basics of media-relations, fundraising, grant-writing)
- **Maintain a “Social Justice” Library**  
(see our top picks)
- **Hold Readings of Famous Social Justice Speeches**
- **Wellness Programming**

### Add Ideas Here:

What PD Training Specifically for Public Interest Students Are You Doing/Would You Like to Do at Your School?

## Select Bibliography (Helpful Readings)

- Richard L. Abel, *Choosing, Nurturing, Training and Placing Public Interest Law Students*, 70 Fordham L. Rev. 1563 (2002)
- R. Michael Cassidy, *Beyond Practical Skills: Nine Steps for Improving Legal Education Now*, 53 B.C. L. Rev. 1515 (2012)
- Alexi Freeman, *Teaching for Change: How the Legal Academy Can Prepare the Next Generation of Social Justice Movement Lawyers*, 59 How. L.J. 99 (Fall 2015)
- Alexi Freeman, Katherine Steefel, *The Pledge for Public Good: A Student-Led Initiative to Incorporate Morality & Justice in Every Classroom*, 22 Wash. & Lee J. Civil Rts. & Soc. Just. 49 (Spring 2016)
- Aliza B. Kaplan, *How to Build a Public Interest Lawyer (and Help all Law Students Along the Way)*, 15 Loy. J. Pub. Int. L 153 (2013)
- Louis S. Rulli, *Too Long Neglected: Expanding Curricular Support for Public Interest Lawyering*, 55 Clev. St. L. Rev. 547 (2007)
- David I. C. Thomson, *“Teaching” Formation of Professional Identity*, 27 Regent U. L. Rev. 303 (2015)

## Our “Top Picks” Social Justice/Movement Lawyering Reading List

- JACK BASS, *TAMING THE STORM: THE LIFE AND TIMES OF JUDGE FRANK M. JOHNSON AND THE SOUTH’S FIGHT OVER CIVIL RIGHTS* (Doubleday 1992)
- MATTHEW DESMOND, *EVICTED : POVERTY AND PROFIT IN THE AMERICAN CITY* (Crown 2016)
- JOHN A. FARRELL, *CLARENCE DARROW: ATTORNEY FOR THE DAMNED* (Doubleday 2011)
- JACK GREENBERG, *CRUSADERS IN THE COURTS: LEGAL BATTLES OF THE CIVIL RIGHTS MOVEMENT* (Twelve Tables Press Anniversary Edition, Hardcover ed. 2004) (1994)
- JONATHAN HAAR, *A CIVIL ACTION* (First Vintage Books Edition, September 1996)
- GILBERT KING, *DEVIL IN THE GROVE: THURGOOD MARSHALL, THE GROVELAND BOYS, AND THE DAWN OF A NEW AMERICA* (Harper 2012)
- ARTHUR KINOY, *RIGHTS ON TRIAL: THE ODYSSEY OF A PEOPLE’S LAWYER* (Harvard University Press 1983)
- ABBE SMITH, *CASE OF A LIFETIME: A CRIMINAL DEFENSE LAWYER’S STORY* (St. Martin’s Press 2008)
- BRYAN STEVENSON, *JUST MERCY: A STORY OF JUSTICE AND REDEMPTION* (Spiegel & Grau 2014)

Add Your Own Picks Here:

## Thanks for Joining Us! Our Contact Information

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