



National Association *for* Court Management

EARLY CAREER PROFESSIONALS (ECP) GROUP

Wednesday, September 23, 2026

1:00 P.M. EASTERN

[ECP WebEx Meeting](#)

Meeting Number: 2535 931 1839

Password: vKmJh9V8fX6

[NACM ECP Page](#)

2026/2027 Committee Charges

Choose a Community Service Project for the Annual Conference

Plan/Implement networking opportunity for the Annual Conference

Define/Implement ways to increase participation of ECP outside of the conferences (*Ongoing*)

MINUTES

Part 1: ECP Group Meeting (1:00-1:30 p.m. E T)

1. Welcome / Introductions
2. Conferences
 - a. Midyear – San Diego/La Jolla, CA
 - b. Annual – Tacoma, WA
 - c. [Call for proposals!](#) – If you are interested in speaking at a conference, be sure to submit your presentation proposal by October 2nd!
 - i. Usually 150 proposals are received each year
 - ii. Submissions will be picked for either conference
 - iii. Looking for proposals supporting the conference themes
 1. Midyear theme: Collaborating for Court Excellence: Building Stronger Connections
 2. Annual theme: The Power of Partnership: Advancing Justice Through Collaboration
 - iv. Discussing system partners or associations
3. Committee Spotlight – [International Subcommittee](#)
 - a. The International Subcommittee is responsible for reaching out to international associations and organizations to promote the importance of court administration and encourage partnerships with NACM.
 - b. The subcommittee also assists colleagues in other countries in improving the capacity of their legal institutions. In addition, they are charged with developing partnerships with other organizations to promote effective court management initiatives.
 - c. The subcommittee will also assist the NACM membership interested in developing international relationships with courts abroad by providing

Contact: Erika Schmid Erika.a.schmid@ojd.state.or.us



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resources and materials to effectuate the relationship.

- d. Meetings on the second Monday, every other month at 3:00 PM ET.
4. CORE Champion Updates
 - a. Who is looking to complete the CORE Championship?
 - b. Goal is to be CORE Champions by May 2027 to be honored at the Annual Conference in July 2027.
 - c. Katie started rewatching strategic management to fill out response. Admitted that life caught up and had to take a break, which is totally okay.
 - d. Update from Roger Rand regarding CORE
 - i. Updating new learning management system (LMS)
 - ii. Very interactive, keeps participants engaged
 - iii. Test at the end of sections but can take the test as many times as needed to pass
 - iv. Essay still required
 - v. Goal to have it up and running for the new year
 - vi. Reach out to Dawn Palermo and Creadell Webb to join the CORE Committee
5. [Mentor/Mentee Program](#) – Stacey Fields promoted the program, reach out to her at Stacey@nacmnet.org for more information.
6. Shared Interest Group Project
 - a. October – Dan Wallis will present on action over apathy.
 - b. November/December – Mankinta Holloway will be discussing goal setting.
7. Next meeting: October 28, 2026



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Part 2: Shared Interest Group Discussion

(1:30 p.m. – 2:00 p.m. EASTERN)

Tess Kalicharan and Erika Schmid – Psychological Safety

I. Psychological safety

- a. What is it?
 - i. Psychological safety is the belief that you can speak up, ask questions, admit mistakes, share ideas, or respectfully disagree without fear of humiliation, retaliation, or being punished simply for speaking.

II. How to create psychological safety

- a. Mindfulness
- b. Ability to “read the room”

III. What does a safe space look like?

- a. Self (Authenticity & Awareness)
- b. Social (Communication)
- c. Collaboration (Teamwork & Belonging)
- d. Curiosity (Continuous Learning & Reflection)
- e. Creativity (Problem-Solving & Innovation)

IV. What is not a psychological safe space

- a. Managers giving directions without any follow ups
- b. Does not engage in collaborative communications for team effort
- c. Diminishes employees contributions

V. What does a psychological unsafe place look like?

- a. No employee interactions

VI. Why psychological safety matters in courts

- a. Accuracy
- b. Deadlines
- c. Access to justice

VII. What does court leadership want

- a. Employees willing to speak up

VIII. Understand the distinction between psychological safety and psychological comfort



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- a. They are distinct
 - b. one can be a feeling
 - c. the other can be your own thoughts
- IX. Why should court leaders consider hierarchy within the courts**
- a. Communication changes with the audience
- X. What information might employees withhold because of the position**
- a. Silence
 - b. Missed information
 - c. Operational problems
- XI. How to create psychological safety as a court leader**
- a. 4 stages
 - i. Inclusion
 - ii. Learner safety
 - iii. Contributor safety
 - iv. Challenger safety
- XII. Build the framework**
- a. Identify the problem
 - b. Work through solutions
 - c. Create a culture of learning
 - d. Respect confidential information shared
- XIII. What to avoid as a court leader**
- a. Dismiss concerns or opinions
 - b. Interrupting others
 - c. Reacting defensively
- XIV. Psychological safety is a leadership practice**
- a. Listen
 - b. Invite
 - c. Respect
 - d. Respond
 - e. Learn
 - f. Hold people accountability fairly