



STRATEGIC ACCOUNTABILITY PLAN

Effective Date: _____

Resident Name: _____

Residence: _____

Plan Start Date: _____

Review Date: _____

Staff/Manager: _____

PURPOSE

The Hill Country Sober Living LLC Strategic Accountability Plan provides a structured opportunity for a resident to demonstrate responsibility, rebuild trust, and remain engaged in the recovery environment following a violation of house rules, a substance-use violation and/or disorderly conduct violation.

The purpose of the plan is not to punish a resident but to establish clear expectations, measurable accountability, increased support, and appropriate follow-up. Continued residence under a Strategic Accountability Plan is a privilege and is dependent upon the resident's willingness and ability to comply with the established requirements.

WHEN A PLAN MAY BE USED

Management may implement a Strategic Accountability Plan when a resident has violated a house rule or program expectation but management determines the resident may safely remain in the program.

A plan may be considered when the resident:

- Voluntarily discloses a substance-use violation.
- Is forthcoming and truthful regarding the circumstances.
- Accepts responsibility for the violation.
- Demonstrates a willingness to correct the behavior.
- Agrees to increased accountability.
- Does not present an immediate safety risk to the residence or other residents.

A Strategic Accountability Plan is **not guaranteed** following a violation. Management retains discretion to determine whether continued residence is appropriate.

IMMEDIATE DISCLOSURE AND HONESTY

Residents are strongly encouraged to immediately report a substance-use lapse or other significant violation to staff.

When a resident voluntarily discloses a violation before staff independently identify it, the resident's honesty and transparency may be considered when determining the appropriate response.

Self-disclosure does not eliminate the violation or guarantee continued residency. It provides management with an opportunity to evaluate whether a structured accountability plan is appropriate.

ACCOUNTABILITY REQUIREMENTS

A Strategic Accountability Plan may include one or more of the following:

A. Drug and Alcohol Testing

- Random drug and alcohol testing.
- Scheduled testing.
- Additional testing when reasonably warranted.
- Testing at intervals established by management.
- Failure or refusal to participate in required testing may constitute a separate violation.

B. Increased Staff Accountability

The resident may be required to:

- House Restrictions.
- Check in with designated staff.
- Participate in scheduled accountability meetings.
- Provide updates regarding progress toward established goals.
- Maintain communication with staff regarding recovery-related concerns.
- Follow additional house expectations established in the plan.

C. Recovery Support

The resident may be encouraged or required, when appropriate, to participate in:

- Recovery meetings.
- Sponsor or peer-support meetings.
- Counseling or other professional support.
- Recovery coaching.
- House meetings.
- Other recovery-support activities appropriate to the resident's circumstances.

D. Behavioral Expectations

The resident must:

- Follow all house rules.
- Remain respectful toward residents and staff.
- Avoid behavior that disrupts the recovery environment.
- Maintain required curfew and attendance expectations.
- Report additional violations promptly.
- Avoid attempting to conceal violations.
- Comply with all requirements contained within this Strategic Accountability Plan.

SPECIFIC ACCOUNTABILITY REQUIREMENTS

The following requirements apply to this resident:

Drug/Alcohol Testing:

Check-In Requirements:

Recovery Support Requirements:

Behavioral Expectations:

Additional Requirements:

PLAN DURATION

The Strategic Accountability Plan will remain in effect for:

Start Date: _____

End Date: _____

Review Frequency: _____

Management may extend, modify, or end the plan based upon the resident's progress, compliance, additional violations, or other circumstances affecting the safety and recovery environment.

STRATEGIC REVIEW

At each scheduled review, management may evaluate:

- Compliance with the plan.
- Drug and alcohol testing results.
- Attendance and participation in required activities.
- Behavioral compliance.
- Honesty and transparency.
- Cooperation with staff.
- Progress toward established goals.
- Any additional violations.

- Overall suitability for continued residence.

The resident should be informed of whether the plan will be continued, modified, successfully completed, or terminated.

SUCCESSFUL COMPLETION

Successful completion of the Strategic Accountability Plan requires consistent compliance with the established requirements.

Upon successful completion, management may:

- Return the resident to standard house accountability.
- Continue selected accountability measures.
- Extend the plan when additional monitoring is appropriate.
- Document successful completion in the resident's file.

Successful completion does not erase the original violation from program records.

FAILURE TO COMPLY

Failure to comply with the Strategic Accountability Plan may result in additional disciplinary action, up to and including dismissal from the program.

Examples include:

- Refusing required drug or alcohol testing.
- Failing or attempting to manipulate testing.
- Additional substance use.
- Possessing prohibited substances.
- Providing prohibited substances to another resident.
- Intentionally concealing additional violations.
- Repeated behavioral violations.
- Refusing required accountability measures.
- Threatening, intimidating, harassing, or engaging in violent behavior toward another person.

Management will consider the seriousness of the violation and the circumstances when determining the appropriate response.

IMMEDIATE DISMISSAL

The Strategic Accountability Plan does not prevent management from taking immediate action when conduct creates a significant or immediate safety risk.

Violence, serious threats, abuse, sexual misconduct, distribution of prohibited substances, or other conduct presenting an immediate danger may result in immediate dismissal consistent with program policy and the resident agreement.

RESIDENT COMMITMENT

By signing below, I acknowledge that I understand the expectations contained in this Strategic Accountability Plan. I understand that continued residence is dependent upon my compliance with the plan and all Hill Country Sober Living LLC house rules.

I understand that honesty and transparency are important components of recovery and accountability. I also understand that voluntary disclosure of a violation may be considered by management when determining an appropriate response but does not guarantee continued residence.

I agree to:

- Take responsibility for my actions.
- Follow the requirements of this plan.
- Comply with required testing.
- Participate in identified recovery-support activities.
- Communicate honestly with staff.
- Immediately disclose additional substance use or significant violations.
- Respect the recovery and safety of other residents.
- Follow all house rules and policies.

Resident Name: _____

Resident Signature: _____

Date: _____

MANAGEMENT APPROVAL

I acknowledge that I have reviewed this Strategic Accountability Plan and approve the requirements established above.

Manager/Program Director: _____

Signature: _____

Date: _____

13. REVIEW RECORD

Review Date	Progress/Findings	Plan Continued/Modified/Completed	Staff Initials
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Final Outcome:

- ☐ Successfully Completed
- ☐ Extended
- ☐ Modified
- ☐ Terminated
- ☐ Resident Discharged

Final Review Date: _____

Manager Signature: _____