

UCDAVIS

Continuing and
Professional Education | Human Services

SKILLS AND PRACTICE FOR CHILD AND FAMILY TEAMING IN ACTION

Resource Center for Family-Focused Practice





Before we get started....

- Say Hello ☺
- Housekeeping and Comfort Agreements
- Agenda for the Day
- Introduction to Training Materials

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Today's Agenda

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- Review CCR CFT basics
- Develop and practice child and family teaming & CFT meeting components:
 - Securing team
 - Structuring meeting
 - Standards & values.

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CCR CFT Basics Review

- 1) Work together in your groups to recall as much information (facts, values, requirements, practices etc.) related to CFT and write them on the memory jogger
- 2) Prepare to report out, identify a spokesperson
- 3) Share your brainstorm aloud with the larger group.

TEAMS

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Teaming Tidbit Bingo

Everyone gets a bingo card and a bag of markers. Throughout the day there will be random words and/or phrases that may lead you to bingo. When you get bingo we will celebrate you and then play again.

B	I	N	G	O
		Free Space		

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Learning Objectives

Review the learning objectives, identify which ones are most important for your development.

Knowledge
Skills
Value

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Remembering Trauma

Meet Manny, our video vignette for today's training.

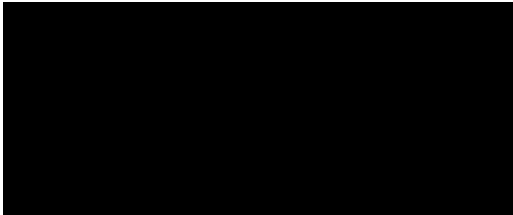
We will be using Manny's story to practice and build skills for child and family teaming.

<http://www.rememberingtrauma.org/>
Director: Nathanael Matanick
Writer: Emily Catalano
Producer: Tracy Fehrenbach, Cassandra Kiesel, Christina Matanick, Nathanael Matanick



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CFT SKILLS BUILDING: SECURING TEAM



Example of a CFT



Remember:

CFT is a team of people:
comprised of the child/youth,
family and other ancillary
individuals who are working
with and/or providing
support to help the team
move toward their goals and
successful transition.

Example:

Youth - **Aladdin**
Parent - **Cassim**
Social Worker - **Rajah**
Girlfriend - **Jazmine**
Therapist - **Magic Carpet**
CASA - **Ali Baba**
Parent Partner - **Genie**
Uncle - **Iago**
Behavior Coach - **Abis Mal**
Teacher - **Tala**
Best Friend - **Aboo**

SECURING TEAM: 4 Steps

Step 1

Gather potential team members inventory

- input from youth, parent, family members formal supports and service providers

Step 2

Team think any complicating participation factors

- i.e. safety, distance, confidentiality, court restrictions

Step 3

Team think the type of participation

- core team, extended team, action taker

Step 4

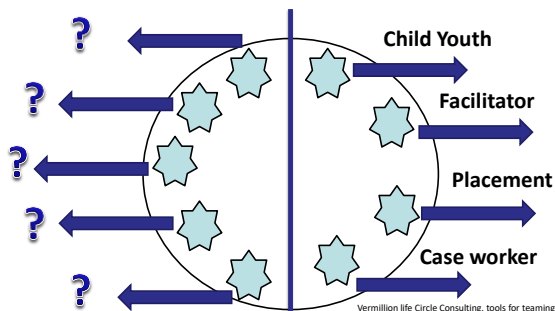
Complete team member orientation

- basic overview of team, purpose of teaming, participation expectations, complete team member needs assessment



Vermillion Life Circle Consulting, tools for teaming 2016

SECURING TEAM: Team Table



Vermillion Life Circle Consulting, tools for teaming 2016

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Team Table

- Together as a group using the video vignette, complete a team table
- Choose one team member and discuss elements of the 4 step process
- Report out team members to larger group.

CFT SKILLS BUILDING:
STRUCTURING MEETING

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Meeting Structure Overview
Initial CFT Meeting

- Greetings and Agenda
- Confidentiality and Team Agreements
- CFT Purpose (initial and ongoing vision/mission)
- Strengths and Concerns
- Needs and Goals
- Brainstorming Ideas
- Action Plan
- Evaluation

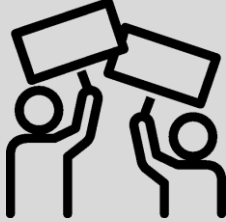
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Structure Scramble

- 7 volunteers grab a green laminated card and come to the front of the room
- Follow directions to play the structure scramble game.




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Meeting Purpose



One gathering that addresses

- the child or youth's needs
- parent and/or family
- placement, court, agency and services
- all others that are involved in the youth and families situation


ACL 16-84 Requirements and Guidelines for Creating and Providing child and Family Team: <http://www.dss.ca.gov/lettersandnotices/EntRes/getinfo/acl/2016/16-84.pdf>

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Meeting Agenda



Must Be:

- Strength-based
- Team Think
- Needs Driven
- Integrated
- Outcome Focused

Example

- Welcome and introductions
- Review teaming purpose statement
- Review team agreements
- Discuss strengths, review progress on safety domain
- Discuss new items
 - School concerns
 - Placement
 - Going home
- Identify needs/brainstorm ideas
- Assign action items, create next steps
- CFT plus delta

Pathways to Mental Health Services Core Practice Model Guide: <http://www.childsofworld.ca.gov/tea/pdf/CorePracticeModelGuide.pdf>

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Meeting Agenda

- Using the video vignette, as an individual develop a hypothetical agenda that might be used
- Share your agenda with your group and together integrate your agendas into one.



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Team Agreements



RULES FOR OUR RELATIONSHIP AND CFT MEETING

- Develop a sense of **shared responsibility**
- Increase members' **awareness** of their own behavior(s) and needs
- Empower the facilitator(s) to **guide the group** according to the agreements
- Enhance the **quality of the group process**
- Strike a **balance** between **process and product.**

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Team Agreements



TYPES OF TEAM AGREEMENTS

- Decision Making
- Confidentiality
- Mandated Reporting
- Conflict Resolution
- Comfort Agreements
- Communication Agreements
- Team Process Agreements
- Meeting Cancellations
- And more...

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Team Agreements

1) Based on the video vignette, use the list of agreements handed out and identify what agreements would be best for this situation.




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Team Vision



- Vision/mission “Why are we teaming”
- Purpose and goals of the meeting are agreed upon by all team members
- Emphasis on the family’s voice and choice
- Solution focused vs. Deficit driven


Example: as a team, we want to get youth in the safest, funniest and most gelling living situation.

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Strengths Inventory



- Teams should always start with what’s working
- Identifying strengths of current situations prior to discussing concerns (+1 effect)
- Identify what’s working, identify protective factors and any progress made with topics of concern

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Purpose and Strengths

- Based on your vignette, work as a group to develop a CFT purpose
- Identify as many strengths as you find in the vignette on all team members.

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CFT Team Plan

- Plans should compliment and collaborate with one another
- Plans are developed around the whole life of the child and family
- Life domains can be used to address whole life of the child and family
Safety, education, housing, legal, health, place to live, independent living, relationships and feelings, other(s)
- Domains must be prioritized
- Plans must be designed to capture cultural respect for different disciplines

Pathways to Mental Health Services Core Practice Model Guide:
<http://www.childsworld.ca.gov/res/pdf/CorePracticeModelGuide.pdf>

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CFT Team Plan: Exploring Angles

Vermillion life Circle Consulting, tools for teaming 2016

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Exploring Angles

- Based on the video vignette, identify the priority domain that you think needs planning around
- Get up and walk around the room discussing and gathering different angles that need to be explored on that domain.

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Needs Discovery

- Needs are driving forces behind all behavior
- Needs are the reasons why we want to change, and are connected to the barriers
- Needs must be addressed first

Example: I get in fights with my brother because I need to feel safe and respected.

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Needs Discovery

- Goals should be focused on meeting the needs identified by the team
- Goals may be designed from any life domains
- One goal may include multiple needs
- Goals should be strength-based and in family language
- Once family team goals are created they should be translated into case planning

Example:
Goal: Youth will learn to express himself in a more positive manner.
Need 1: I get in fights with my brother because I need to feel safe and respected.
Need 2: Brother feels threatening when youth yells or talks back to his mother, Brother needs to know his mom is safe.

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Needs and Goals

1) Based on the video vignette, brainstorm needs of youth and other team members

1) Based on those needs, prioritize the top two and then build goals around these needs.

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Brainstorming

- Ideas should be individualized
- Based on family strengths and culture
- Ideas should be accessible to the family
- Ideas can be “Dream Ideas”
- Should explore evidence-based practices, developmentally-appropriate and trauma-sensitive options

Example:

-Concern/need: I need to feel like I have some freedom

-Ideas: freedom journal, an hour of approved activity free time, 1 hour visit to the mall, one wall in your room to decorate as you wish (appropriate material)

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Action Planning

- Action items must be detailed
- Assigning action items should start from strengths
- If its not your strength, it can't be your action item
- Big Idea: People Don't Fail; Plans Fail

Example:

-Concern/need: I need to feel like I have some freedom

-Ideas: freedom journal, an hour of approved activity free time, 1 hour visit to the mall, one wall in your room to decorate as you wish (appropriate material)

-Strength based action plan: Youth loves to design things. He is going to design a mural for his wall. The therapist – who is also creative – will help the youth build in the mural a positive reinforcing message.


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Strength-based Planning

- Using the handout, connect the strength to the action
- Based on the needs you identified earlier, brainstorm some potential action items and then align them to team member strengths.




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Plus/Delta



- Review team meeting process
- Lower power differential through feedback
- Feedback equals better voice and choice
- Feedback equals better engagement
- Feedback equals better functioning teams


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CFT Meeting Practice

- Based on the video vignette, roleplay a CFT meeting.
 - Complete Greetings and Agenda
 - Discuss Confidentiality plan and develop 3 Team Agreements
 - Discuss CFT Purpose
 - Identify Strengths and top Concern
 - Identify top 2 Needs and create a Goal
 - Brainstorming 7 Ideas
 - Assign 4 Action Items
 - Complete Evaluation



Continuum Of Care Reform: CFT Standards & Values In Action



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CFT Standards & Values In Action

- STRENGTHS-BASED
- YOUTH & FAMILY CENTERED AND DRIVEN
- UNIQUE AND INDIVIDUALIZED
- COMPREHENSIVE SHARED PLANNING
- COLLABORATION
- NEEDS DRIVEN
- CULTURALLY REFLECTIVE, RESPECTFUL AND RESPONSIVE
- TRAUMA-INFORMED CARE (TIC)
- OUTCOME FOCUSED.



ACL 16-84 Requirements and Guidelines for Creating and Providing child and Family Team: <http://www.dss.ca.gov/lettersnotices/EntRes/getinfo/acl/2016/16-84.pdf>

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Values Debate

- 1) Review CFT value, identify its importance
- 2) Debate to the larger group why your value is the most important one.




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Value Challenge

- Each of your groups has been assigned a standard or value
- Step 1 : write a scenario where this standard or value is missing and or should be executed
- Step 2: pass your scenario to the right; now the recipient group should identify the value that is needed and tell us how they would fix the scenario.



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REVIEW

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- Review CCR CFT Basics
- Develop and practice child and family teaming & team CFT meeting components
 - Securing team
 - Structuring meeting
 - Standards & values

CCR CFT SKILLS BUILDING

QUESTIONS?
REMAINING NEEDS?
COMMENTS?



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Resources

- ACL 16-84 Requirements and Guidelines for Creating and Providing child and Family Team:
<http://www.dhs.ca.gov/dhss/nr/centerforresources/families/getinfo/acl2016-16-84.pdf>
- Pathways to Mental Health Services Core Practice Model Guide:
<http://www.childsworld.ca.gov/dhs/pdf/CoordinatedModelGuide.pdf>
- ACIN 1-50-16 CCR AB403 General Information
<http://www.dhs.ca.gov/dhss/nr/centerforresources/families/getinfo/acn2016-50-16.pdf>
- WELFARE AND INSTITUTIONS CODE – WIC 832
[HTTP://LEGINFO.LEGISLATURE.CA.GOV/FACES/CODES_DISPLAYSECTION.xhtml?title=WIC§ionNum=832&lawCode=WIC](http://leginfo.ca.gov/faces/codes_displaysection.xhtml?title=WIC§ionNum=832&lawCode=WIC)
- <https://removedfilm.myshopify.com/pages/watch> Director: Nathanael Matanick and Tony Cruz Writer: Christina Matanick Producer: Nathanael Matanick & Christina Matanick
- Arizona Department of Health Services/Division of Behavioral Health Services 2003 videos of Child and Family Team/Wraparound process.
<https://www.youtube.com/watch?v=iQUW15pmiUg>
- Vermillion Life Circle Consulting, Tools for Teaming 2016