

A photograph of a woman with long dark hair and a young girl with curly hair, both smiling and hugging each other outdoors. The woman is wearing a light blue shirt and the girl is wearing a white shirt. The background is a blurred green outdoor setting.

CONTINUUM OF CARE REFORM (CCR): Skills and Practice for Child and Family Teaming (CFT) in Action

**UC DAVIS
EXTENSION**
CENTER FOR HUMAN SERVICES

RESOURCE CENTER FOR
FAMILY-FOCUSED PRACTICE

Before we get started....

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

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

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.

T E A M S

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		

Learning Objectives

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

**Knowledge
Skills
Value**



Remembering Trauma

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

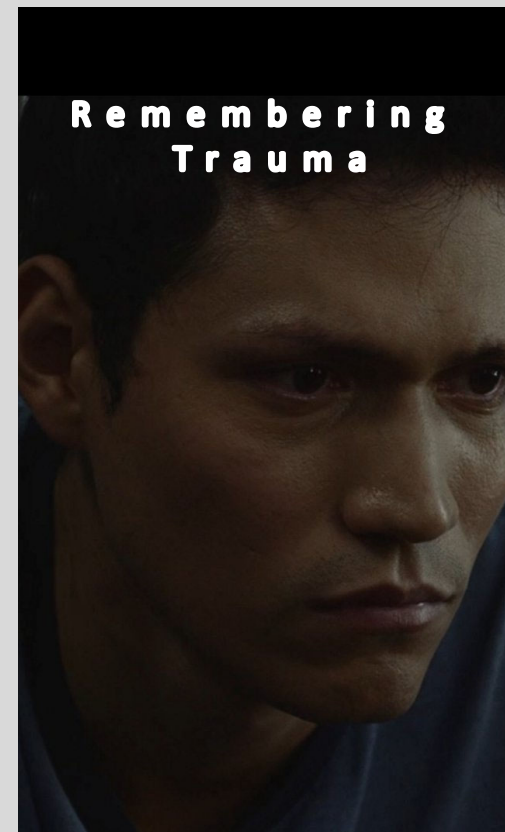
We will be using Manny's story to practice and build skills for child and family teaming.

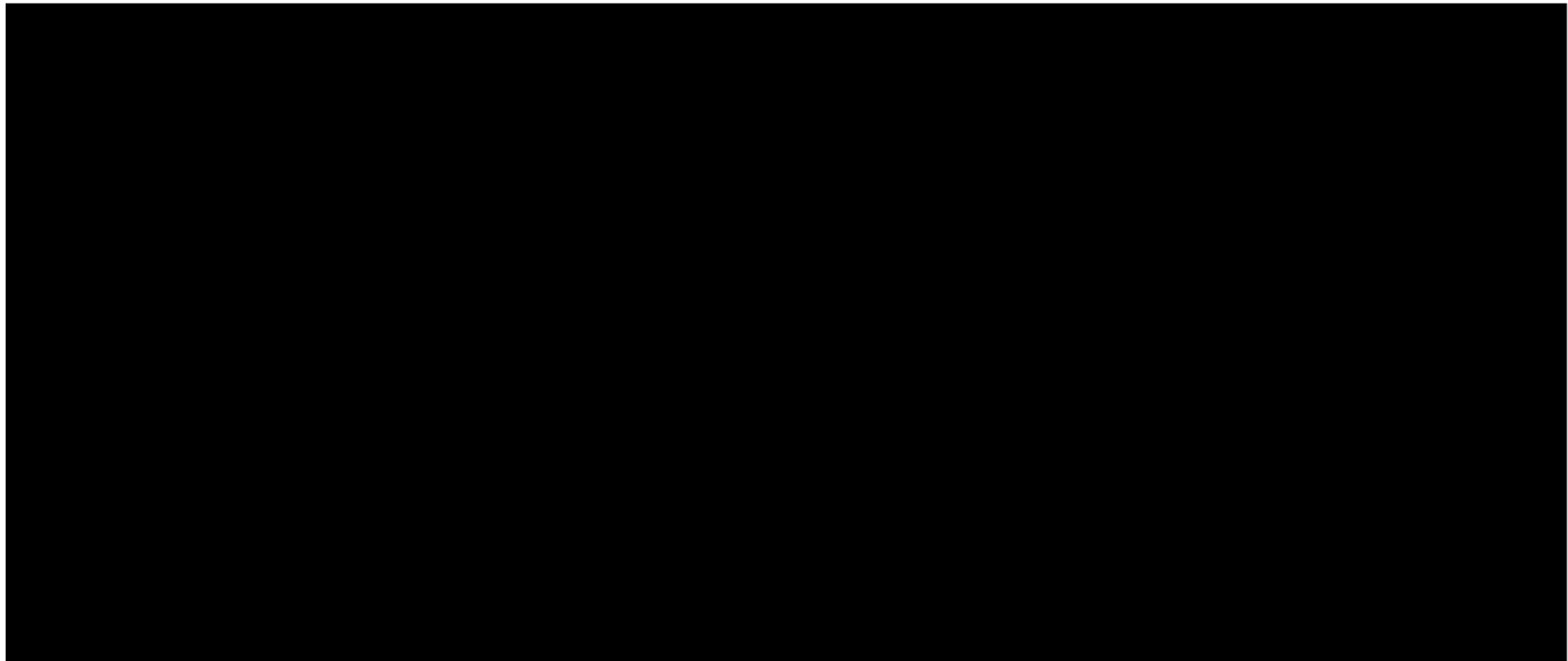
<http://www.rememberingtrauma.org/>

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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

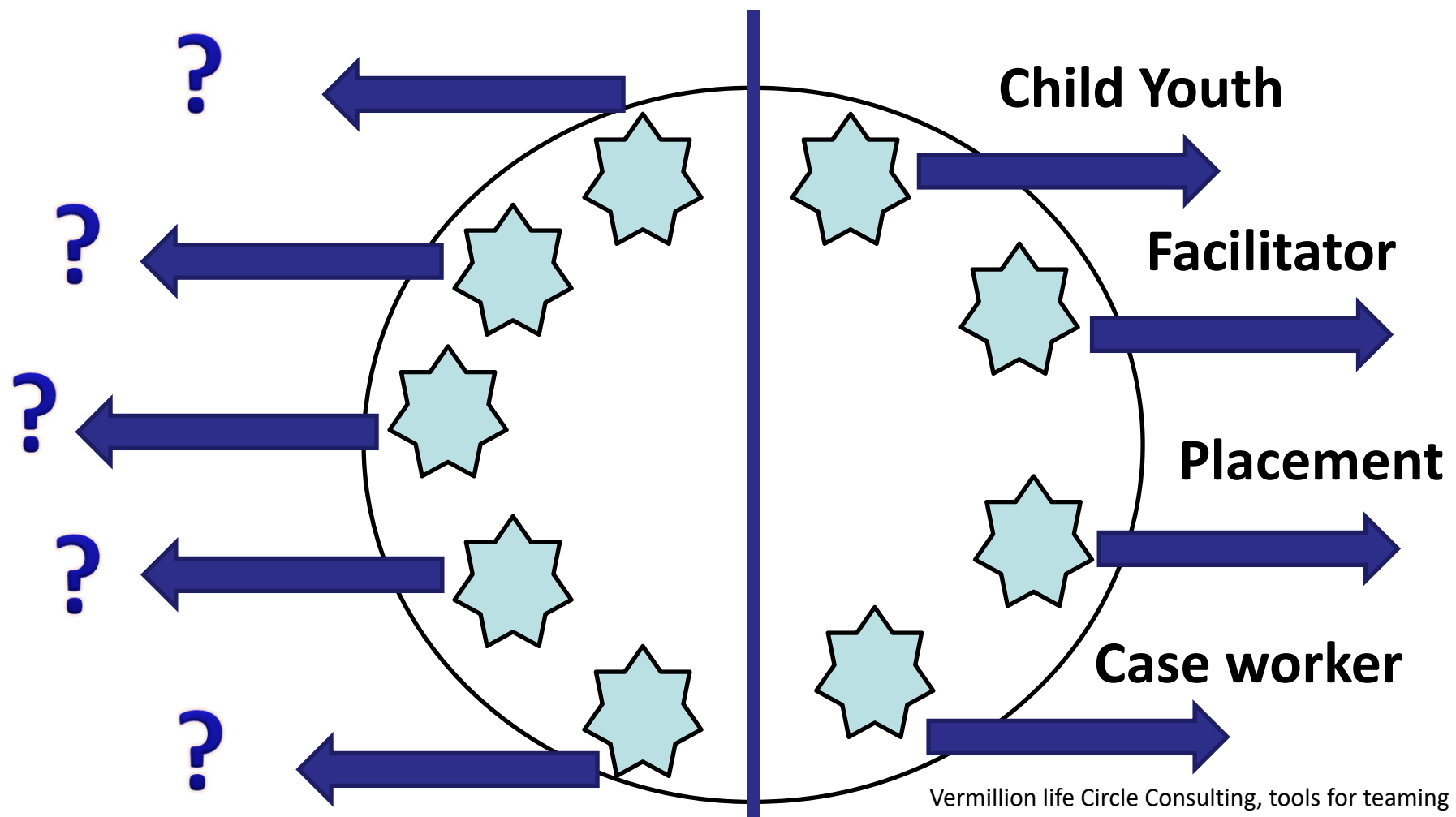
- Step 4

Complete team member orientation

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

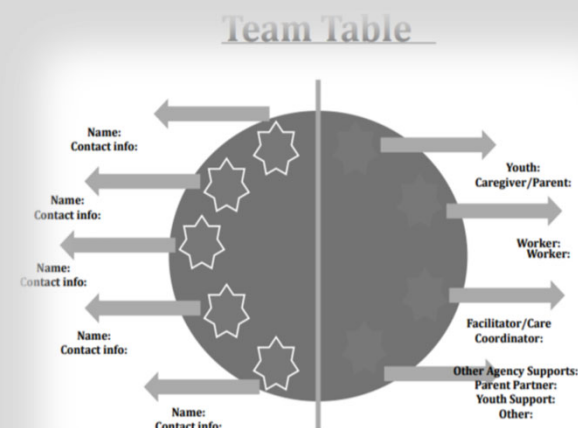


SECURING TEAM: **Team Table**



Team Table

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



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CFT SKILLS BUILDING: STRUCTURING MEETING



Meeting Structure Overview

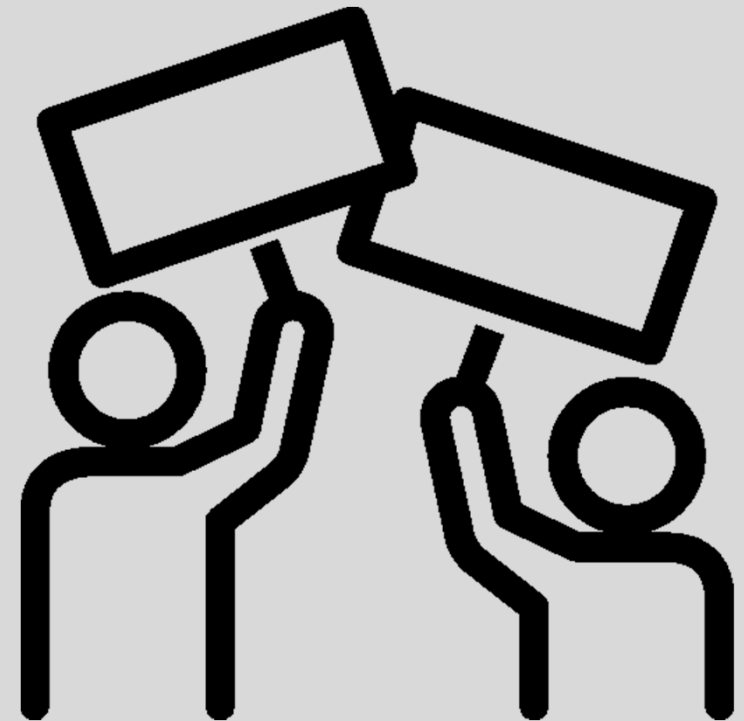
Initial CFT Meeting



- 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

Structure Scramble

- 1) 7 volunteers grab a green laminated card and come to the front of the room
- 2) Follow directions to play the structure scramble game.



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

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

Meeting Agenda

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



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.**

Team Agreements



TYPES OF TEAM AGREEMENTS

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

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.



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.

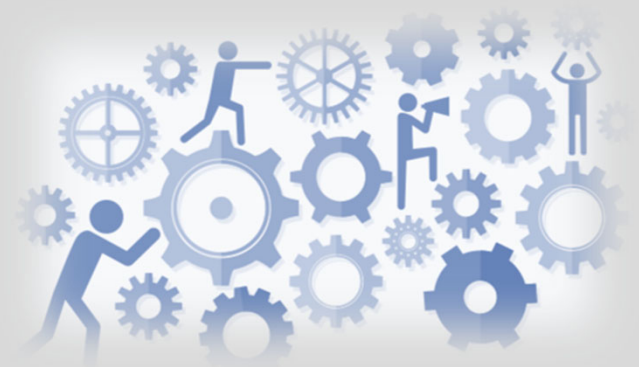
Strengths Inventory



- 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

Purpose and Strengths

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

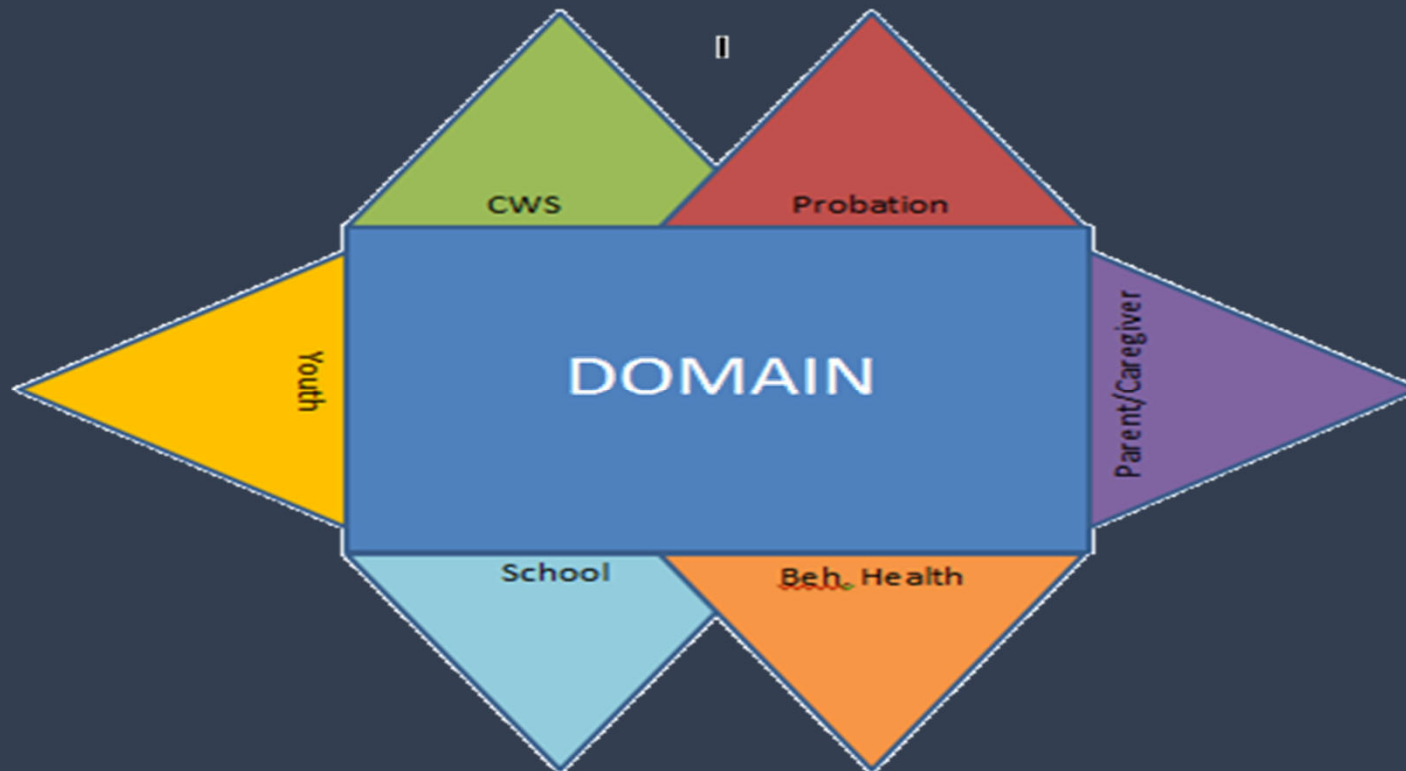


CFT Team Plan



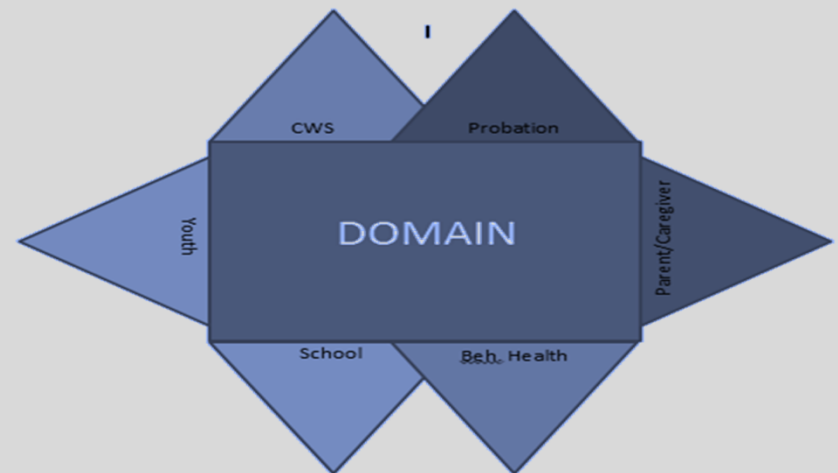
- Plans should compliment and collaborate with one another
- Plans are developed around the whole life of the child and family
- Life domains can be used to address whole life of the child and family
-Safety, education, housing, legal, health, place to live, independent living, relationships and feelings,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

CFT Team Plan: Exploring Angles



Exploring Angles

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



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.

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:

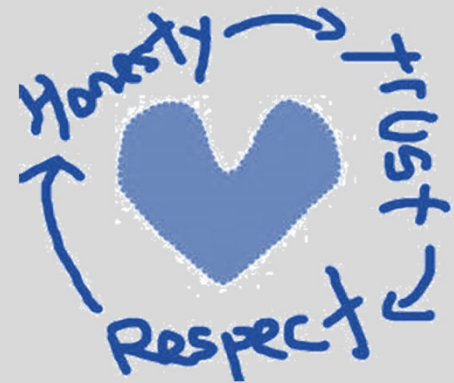
Goal: Youth will learn to express himself in a more positive manner.

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.

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.



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)

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:

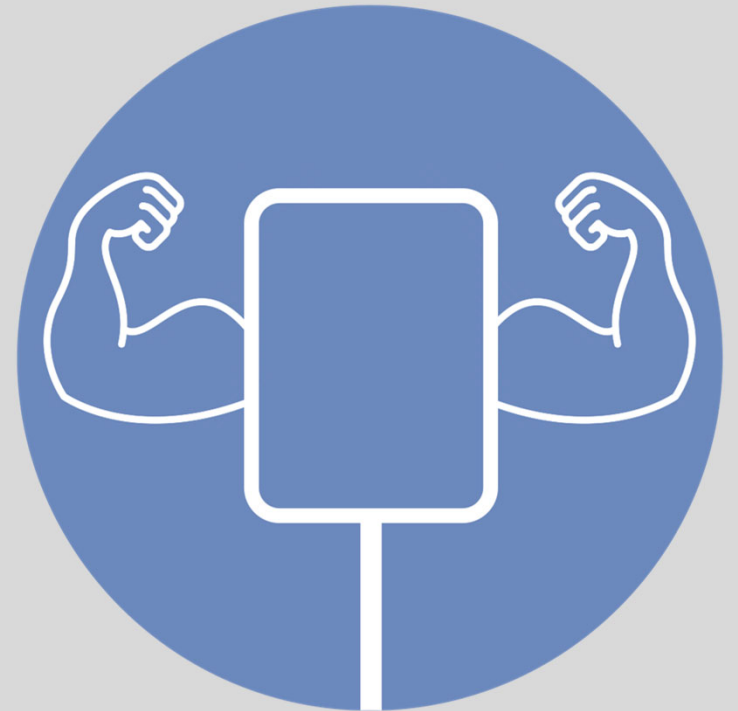
-Concern/need: I need to feel like I have some freedom

-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.

Strength-based Planning

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



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

CFT Meeting Practice

1) 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



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.



Values Debate

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



Value Challenge

- 1) Each of your groups has been assigned a standard or value
- 2) Step 1 : write a scenario where this standard or value is missing and or should be executed
- 3) 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.



REVIEW

- 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.dss.cahwnet.gov/lettersnotices/EntRes/getinfo/acl/2016/16-84.pdf>
- Pathways to Mental Health Services Core Practice Model Guide:
<http://www.childsworld.ca.gov/res/pdf/CorePracticeModelGuide.pdf>
- ACIN 1-50-16 CCR AB403 General Information
http://www.dss.cahwnet.gov/lettersnotices/EntRes/getinfo/acin/2016/1-50_16.pdf
- WELFARE AND INSTITUTIONS CODE – WIC 832
HTTP://LEGINFO.LEGISLATURE.CA.GOV/FACES/CODES_DISPLAYSECTION.XHTM L?SECTIONNUM=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=iQUWI5pmiUg>
- Vermillion Life Circle Consulting, Tools for Teaming 2016