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# Role of a Professional Partner in CFT

Resource Center for Family-Focused Practice



# Role of a Professional Consumer Partner in Child and Family Teams

Mutual Commitment To Supporting Families With Consumer Parent Partners And Consumer Youth



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What is your job title?

What Department do you work for?

In a few words, what do you really do?

Activity:  
Broadening the Role



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## SPENDING OUR TIME TOGETHER

### Todays Agenda

- CFT BASICS
- Effective consumer partner in CFT
- Evaluation and clean up



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### Comfort Agreements

- Two 15 min Breaks (morning and Afternoon )
- 60 min lunch in the afternoon!
- We respect each others different journeys and roles!
- We attempt to try on a peers' perspective before I judge it!
- We are going to keep it real!
- We care for each other!
- OTHERS???



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# Child and Family Team Basic Foundations

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**Activity:**  
**QUESTIONS ON THE TOPIC**

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# Developing Teams

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## CHILD AND FAMILY TEAMS

The CFT is a team of people comprised of the youth, family and all of the ancillary individuals who are working with and/or supporting the family toward achieving their goals and their successful transition out of the system.



Adapted from: Pathways to Mental Health Services Core Practice Model Guide

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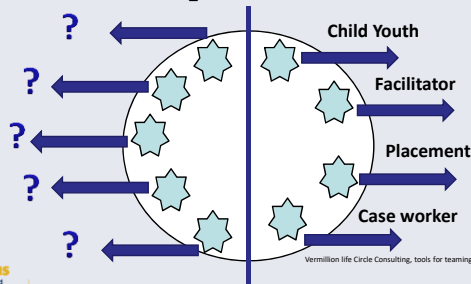
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### Example: Team Table



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Vermillion Life Circle Consulting, tools for teaming 2016

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### Activity: Developing Child and Family Teams

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## 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

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### Activity: Securing Team 4 Steps

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## Barriers to Building Teams and How Consumer Parent/Youth Partner Help

- **Burned Bridges**  
Re-building, building new ones, Surrogate Support
- **Fear of the Un-known**  
Hope Builder, A friend to lean on, A partner to push when needed
- **Isolation**  
Safe restorative relationship, Participation can be dialed up or down,
- **Embarrassment**  
Suspending Judgement, Conscious use of self, Advocacy for change

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## CFT Process



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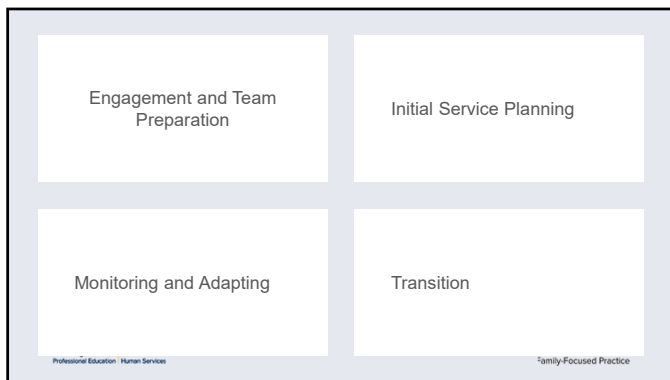
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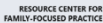
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### PRE AND POST CFT MEETING

- Feedback gathered
- Support completing action items
  - Linkage
  - Partnering
  - Barrier Busting and Moral Support
- Building voice and empowering choice
- Helping Navigation and Skill Building

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Engagement and Team Preparation

Key Elements

Engagement

Assessment

Team Preparation

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**Activity:**  
Engagement and Team Prep - Key Elements

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Review Handout: Engagement Skills



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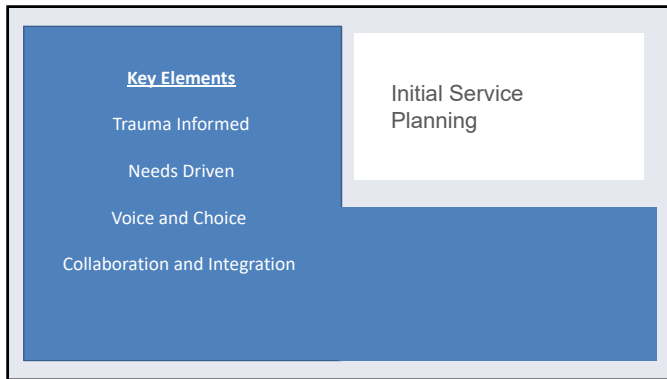
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**Trauma Informed**

- Changes our
  - Engagement
  - Planning
  - Communication
- Instead of asking what is wrong with them, we instead ask “what happened to them” and then asking yourself how you can help promote healing

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**Needs Driven**

- Creativity – thinking outside the box
- Flexibility – letting go of some “rules” to make meetings enjoyable and a good “fit” for each family
- Awareness of family’s learning style and adapting process to fit
- Understanding “culture” from a broad perspective – what makes the family unique
- Ability to differentiate and monitor your values vs. the family’s
- Seeing uniqueness as a strength
- Depersonalize family success/failure – trust that they are the experts on their life
- Active Listening
- Non-judgmental attitude
- Partnership with the community – get to know the resources
- Use family’s language – be careful of wrap/clinical jargon

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### Voice and Choice

- Reflective listening
- Open posture
- Eye contact
- Hearing concerns of family through their eyes
- Open ended questions
- Positive, accepting, unconditional
- Respecting parent as expert

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### Collaboration and Integration

- Cooperation with others
- Openness to other's opinions
- Keep your Ego in check
- Know your role and stay in role
- Good organization, time management and communication skills
- Flexibility
- Ability to build consensus and find common ground
- Belief that teamwork and cooperative effort is important
- Reflective listening: summarizing
- Conflict resolution and mediation skills
- Good at engaging youth and family

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### Review Handout: Initial Service Planning



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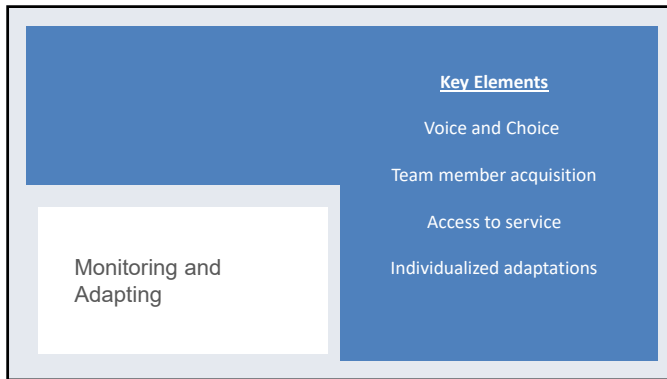
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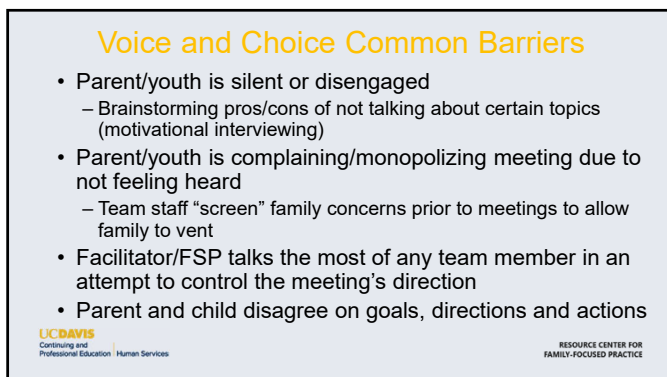
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## Voice and Choice

- FSP speaks for parent instead of letting parent speak for self
- Facilitator/FSP/"system" team member's create own agenda for meeting
  - Advocate with system for individualization of requirements for families
- Facilitator/FSP countertransference towards family becomes a barrier – our need to feel successful or that progress is being made, so we push our agenda and push families into making decisions they may not like
- Family makes choices that team feels are "wrong" or "bad"
  - staying positively engaged and looking at harm reduction ideas
  - allowing family to have natural consequences – don't feel responsible for their choices or for outcomes

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## Parent Partner Key Elements

Timing

Celebration

Practice drills

Ensuring access to supports

Post transition Safety Planning

Transition

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## Transition

- Timing
  - Transition informed by family voice and choice as much as possible
  - Families should feel empowered by transition not unequipped for transition
- Celebration
  - Celebrations should reflect the families culture
- Practice drills
  - Individualized to the learning style of the parent
- Ensuring access to supports
- Post transition Safety Planning

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# CFT Meeting



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## CFT Meeting Structure

- 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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## The Parent Partner Bridge



Activity: Listen and follow along to the audio clip, then process in your groups how this perspective may build stronger partnership between Facilitators and Parent Partners







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### CFT Meeting Parent Partner Skills

- Check ins
- Speaking up with family (i.e. scheduling meetings at dinner time etc. )
- Pre/post
- Honoring the families process and their timing and bringing where needed

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### Characteristics of Parent Partner

- Honest
- Optimistic
- Team-Based
- Connected to the community
- Persistent
- Open to meeting families where they are
- An Ally and surrogate support
- Willing to get take on tasks with the family and youth

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### Activity: Practice CFT Mini Simulation

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## Questions

- Questions, comments?
- Evaluations
- Cleanup and closing

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