• Statewide Technical Assistance for STRTP Programs in California

• Peer to Peer Leadership Webinar Series
  March 25, 2019

• Family Driven Treatment in Residential Care
With support of...

Continuum of Care Reform Branch,
California Department of Social Services

California Alliance for Child and Family Services

Child and Family Policy Institute of California
Statewide Technical Assistance will help support and ensure that all STRTP providers in California have access to and implement consistently, the core organizational and leadership practices in support of all foster youth.
Guiding Principles

• Successful organizations demonstrate an authentic belief that children and youth belong with their families and communities

• Authentic engagement and teaming with youth, other caregivers, and biological family members is central to the principles and practices of congregate care

• Trusting relationships with professionals form the basis of healing and recovery from trauma’s effects

• Strength and asset-based care are essential

• Effective healing organizations develop and sustain leadership and management practices which support thoughtful strategic planning and change management processes

• Agencies use the accreditation process to measurably and consistently improve service delivery and outcomes
Research Suggests...

“Successful implementation of interventions involved early and sustained involvement of organizational managers in fostering buy-in among staff, forging relationships with system-level decision-makers and peers at other agencies, and fostering an organizational environment conducive to implementing the intervention.”

(Institute for Research and Evaluation, UNM Science and Technology Park, 851 University Boulevard, SE, Suite 101, Albuquerque, Cathleen Willging)
Course Content and Inspiration

• Residenially Based Services (RBS) Implementation and Learning Lessons
• Continuum of Care Reform Principles
• System of Care Research/Wraparound Outcomes
• National Research on Best Practices in Congregate and Residential Care for Youth
Organizational Competencies

1. Agency Mission, Vision and Values Support Short Term, Therapeutic, Community Based Care
2. Integrated Core Practice Model Implementation and Practice
3. Agency-Provider Partnership
4. Intake/Assessment and Referral Processing
5. Authentic Trauma Informed Service Delivery
6. Family Search and Engagement
7. Involvement of Biological Family/Mentoring Adults
8. Focus on Skills Building Toward Post Care/Transition
9. Focused Transitional Care Services
10. Individualized, Evidenced Based Therapies
Biological Family –Driven Treatment in Residential Care

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Learning Objectives

• How involvement of biological family members matter

• Why Family Therapy alone is not enough for successful sustainable long term outcomes

• How STRTP and Residential Service providers can include parent caregiver and family members in care delivery

• How extending the STRTP care into Community fosters Bio-centered care practice
Definition of Permanency

*Permanency means having an*

<table>
<thead>
<tr>
<th>Unconditional</th>
<th>Full family membership</th>
<th>Physical, emotional, social, cognitive, spiritual, holistic well-being, safety</th>
<th>Lifelong connections &amp; sense of belonging</th>
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Enduring Family Relationship
Aging out *without* Permanency

Poor outcomes for most emancipated foster youth:

- Homelessness
- Unemployment
- School drop out
- Mental Health Problems
- Incarceration
- Substance abuse
Impact of Family Driven Care

- Culture
- Power
- Goal
- Outcomes
- Program
- Partner

Federation of Families for CMH
Strategies & Elements of Family Finding
## Family Finding Common Practice

<table>
<thead>
<tr>
<th>Discover &amp; Engage</th>
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<tr>
<td>Family members &amp; others</td>
<td>Engage in planning</td>
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<table>
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<tr>
<th>Plan</th>
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<tr>
<td>Successful future</td>
<td>Make decisions</td>
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<table>
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<tr>
<th>Permanency plan</th>
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<td>Evaluate</td>
<td>Provide follow up support</td>
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Challenges & Barriers
Family Challenges

Estranged/conflicted parent/child relationship

Grief & Loss

Lost connection

Hopelessness

Loyalty

Stigma

Economic status

Trust

Social Networks

Ambiguous about seeking or accepting services

Fear
Youth Challenges

Self-Determination

Hopelessness

Loyalty

Self-esteem

Fear

Trust

Stigma

Behavior Management

Grief & Loss

More?...
System barriers to permanency

• System personnel and county workers may struggle to utilize strength-based lens for viewing youth behavior and potential bio caregivers

• Prioritizing family finding (bio or relatives) over resource families can be a strain on the system

• Severely impaired birth parents who struggle with substance abuse and mental illness
System barriers to permanency

• Family who appear unwilling/unable to be caregivers or be involved in process

• Fears of safety or harming youth

• Caregivers reluctance due to concerns of at-risk youth behaviors

• Bias against birth parents and family
Permanency Team Barriers

- Transportation (coordination and cost)
- Staffing resources (practice time teaching youth new life skills)
- Travel (resources - enough staff and funding to accompany youth)
- Contact and communication (Calls/Emails/Follow Through, Not Showing up at CFT)
- Narrow scope of services
- Personal Commitment (varies due to biases toward bio or fost/adopt family members, high caseloads, time, office location near or far from STRTP)
- Professional Relationship (between Placing agency and Provider agency)
- County transfer logistics’ (TIME, communication, bureaucratic red tape, provider and placing agent understanding funding and forms, home/risk/safety assessment)
Reasons for Reaching out to Families

• Relationship between parent report of clinical functioning and out of home care

• Incorporating family & youth voice tends to show best outcomes

• Can’t buy love ~ even in great STRTP it can’t provide family love and belonging

• Family members can be good resources for finding family and connecting to other family members and friends
First Phase

- Reach agreement
- Outreach & engage
- Obtain timeline & info
- Be honest & orient youth
- Outreach & orientation
- Acknowledge diversity

Adapted from California Permanency for Youth–Kevin Campbell, Catholic Charities Services, & The National Resource Center for Family Centered Practice and Permanency Planning
Second Phase

Identify
Connect & locate
Commit to process
Maintain connection
Mine for strengths
Follow up & update family

Adapted from California Permanency for Youth-Kevin Campbell, Catholic Charities Services, & The National Resource Center for Family Centered Practice and Permanency Planning
Third Phase

Welcome
Meet & Greet
Prepare stakeholders & team
Use strength narrative
Design & prioritize family time
Initial safety planning

Adapted from California Permanency for Youth-Kevin Campbell, Catholic Charities Services, & The National Resource Center for Family Centered Practice and Permanency Planning
Fourth Phase

Concurrent planning

Treatment planning

Trauma informed care

Bridge natural supports

Connections & hope

Family reunion

Adapted from California Permanency for Youth-Kevin Campbell, Catholic Charities Services, & The National Resource Center for Family Centered Practice and Permanency Planning
Advocacy and Team Buy-in

**Actions needed**
- On-boarding team members
- Understanding the underlying needs
- Creating allies and resources
- Agreement on plan
- Agreement to follow through on decisions made
- Commitment to the youth and family
- Communication

**Barriers to address**
- Focusing on crisis of the week (COW)
- Collusion amongst team members
- No agreement on the plan
- Decisions made outside of the CFT
- Not following through on actions
- Inconsistent attendance/participation
- Communication
Keeping Families Engaged & Re-engagement Tips

Open the door wide as wide as you can and engage family and natural supports

Dedicate space on campus for family and youth to “spend time together.”

Make space on agendas

Family friendly language

Eliminate the words “family visit” or “family passes”

Rule everyone in before ruling them out

Create new memories & common interests
Keeping Families Engaged & Re-engagement Tips

Engage family members as meaningful partners— even when permanency is not an option

- Include family & natural supports in events & outings
- Provide peer provider support options
- Provide instrumental support
- Prioritize family calls & return promptly (good/bad)
- Create co-activity opportunities
Services & Supports

All services need to build on support, empowerment, and culture

- Collateral Services
- Psycho-education
- Family Therapy
Family Cottage
Successes & Outcome Monitoring

Contact Activities
May 2016 (n=52)

- Connected 67%
- Engagement 19%
- Search 8%
- Reunified 6%

*Search and Engagement Type
Search-May 2016 (n=4)

- Meeting 50%
- Meeting/ Letter 25%
- Emails/ Calls 25%

Aftercare
Extending STRTP care into the community

Resources, linkages & natural supports
Community

Natural supports
Family

Continuity
Professionals

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Lessons Learned

• Family is important to legal and emotional permanency
• Family driven, youth guided care is an evolutionary process
• Family dynamics and relationship matter
• Relative caregivers need more support to build confidence and competency
• Build deeper understanding and respect for family connection
• Extend STRTP care into community to support family security and safety
Acknowledgements

We are grateful to all the permanency warriors who have contributed their time, experience and energy into the training and evaluation of family search and engagement.

Their lived experiences and lessons learned have helped influence and inspire HSCFS to push the field forward to ensure every child is connected with family!

• These individuals include:
  • Peer Support team and Research & Evaluation team
  • Paula Melo & Rocele Estanislao
  • Laura Nagel
  • Pat Miles
  • Mary Stone Smith (Catholic Charity Services)
  • James Lister & Lauren Frey (Plummer Home)
  • Building Bridges Initiative
  • Kevin Campbell
Join us…

Trauma Informed Services in Residential Care
April 8
9:00 AM to 10:00 AM

Presented by Hanna Boy’s Center