B14  Circles of Support: Partnerships in Practice

June 4, 2014, 3:00 - 4:30 pm

Mary Sheppard, Karen Lofts Jarboe, Cynthia Alexander, Angel Rodriguez, Ebony Armstrong, Mark Lapiz, Candice Kimbell, Peggy Cathcart, Aprille Flint

Salon 8
Circles of Support: Partnerships in Practice
Mary Sheppard  
Ebony Armstrong  
Mark Lapiz  
Cyndi Alexander  
Peg Cahircart  
Angel Rodriguez  
April Flint  
Karen Lofis Jarboe

Workshop Objectives
Workshop participants will gain and understanding of:
- The alignment between the CAPP Child & Family Practice Model and the Katie A. Core Practice Model
- The impact of institutional bias on practice and disparate outcomes
- Circles of Support importance to the safety, permanency and well-being of children and their families
- Partnering with communities and Tribes to "lean in, lift up and connect to culture" when working with children and families

Katie A. Core Practice Model
- Coalesces many evidence based practices
- Organized and delivered in the context of an overall family plan
- Uses 6 key practice components
Katie A. Six Components

- Engagement
- Teaming
- Assessing
- Service Planning and Intervention
- Monitoring and Adapting
- Transition

What is CAPP?

A guide for child welfare agencies and their partners to use in working with children, youth, and families to improve outcomes and Address disparities.

- Theoretical Framework
- System Analysis
- Partnership Approach
- Child and Family Practice Model

CAPP Child and Family Practice Model
Engaging

Katie A. Practice Component

Engagement:
Engaging families is the foundation to building trusting and mutually beneficial relationships between family members, team members and service providers.

CAPP Practice Elements

Inquiry:
Mutual exploration with family and others.

Engagement:
Invites in and makes central the family’s perspective

Assessing

Katie A. Practice Component

Assessing:
Information gathering and assessing needs and strengths is the practice of fathering and evaluating information about the child and family. Assessing also includes determining the capability of resources for achieving safety, permanency and wellbeing of children.

CAPP Practice Elements

Self Advocacy:
Supports family to speak for themselves

Advocacy:
Speaks out for the family and their perspective to strengthen and support the family

Well-being Partnerships:
Trauma-sensitive; Partners with family, community and Tribes to understand and meet family needs
Service Planning and Implementation

Katie A. Practice Component

Service Planning & Intervention

The practice of tailoring supports and services unique to each child and family to address needs. The plan specifies goals, roles, strategies, resources and timelines for coordinating implementation of supports and services for the child, family and caregivers.

CAPP Practice Elements

Recovery, Safety & Well-being

Identifies advocates for and supports use of culturally sensitive services, supports, practices and traditions.

Shared Commitment & Accountability

Joint assessments and decisions by worker and family, often including family team.
Monitoring and Adapting:
Katie A. Practice Component
Monitoring and Adapting:
The practice of evaluating effectiveness of the plan, assessing circumstances and resources, and reworking the plan as needed. The team is responsible for reassessing needs, applying knowledge gained through ongoing assessments and adapting the plan in a timely manner.

CAPP Practice Elements
Teaming:
Recognizes and appreciates the family’s community, cultural, tribal and other natural relationships and engages the family’s entire system of support so the family’s needs can be met.

Shared Commitment and Accountability:
Joint assessments and decisions by worker and family, often including family’s team.

Transition:
Katie A. Practice Component
Transition:
The successful transition away from formal supports can occur when informal supports are in place and providing the support and activities needed to ensure long-term stability.

CAPP Practice Elements
Teaming:
Recognizes and appreciates the family’s community, cultural, tribal and other natural relationships and engages the family’s entire system of support so the family’s needs can be met.
Partnership: Child Welfare, Mental Health, Communities and Tribes

CAPP Partnership Approach: Community and Tribal Partnerships are Central
- Listening sessions to learn about and begin to address historical trauma and mistrust of systems
- Respecting and incorporating the unique contributions of communities and Tribes
- Collaborative efforts to establish culturally relevant supports and services to meet the needs of children and families

Culturally Sensitive Approach
- Incorporates culture and traditions into a holistic treatment plan to restore harmony and balance
- Converges the healing medicine of both contemporary and traditional models for harmony
- Linkages to culturally sensitive services facilitates the development of the clinical relationship
- Professionals serve best if they develop cultural sensitive and are flexible for new changes
- Supporting wellness in our communities through teaching and practicing respect and finding balance
In Summary

- Partner with families, communities and Tribes
- Local review to identify system barriers
- Action planning to address system barriers
- Culturally relevant supports and services
- Implementation of a practice model that is culturally responsive and sensitive to trauma
- System alignment to support full and effective use of the practice model

Lasting Change for Children and Families

“Coming together is a beginning. Keeping together is progress. Working together is success.”

- Henry Ford

CAPP is a five-year federally funded project to reduce long-term foster care. To learn more, visit www.reducefostercarenow.org or contact Karen Gunderson, CAPP Project Director, at the California Department of Social Services, (916) 651.7395 or karen.gunderson@dss.ca.gov.
### LEAN IN, LIFT UP and CONNECT to CULTURE
LOS ANGELES COUNTY SHARED CORE PRACTICE MODEL

#### PRACTICE STRATEGIES

#### AFFIRM PRACTICE BEHAVIORS (CONDENSED)

<table>
<thead>
<tr>
<th>PRACTICE STRATEGIES</th>
<th>AFFIRM PRACTICE BEHAVIORS</th>
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<tbody>
<tr>
<td><strong>ENGAGING</strong></td>
<td>1. Approaches all interactions with families, communities and Tribes with openness.</td>
</tr>
<tr>
<td><strong>CPM PRACTICE STRATEGIES</strong></td>
<td>- Listens...</td>
</tr>
<tr>
<td><strong>Engaging:</strong></td>
<td>- Asks global questions...</td>
</tr>
<tr>
<td></td>
<td>- Uses understandable language...</td>
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<tr>
<td><strong>PRACTICE ELEMENTS</strong></td>
<td>3. Finds information about non-custodial parents, relatives, significant relationships...</td>
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<tr>
<td><strong>Inquiry:</strong></td>
<td>- Finds them thru inquiry and early/ongoing internet search, records review...</td>
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<td></td>
<td>5. Follows up inquiry and search...</td>
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<tr>
<td></td>
<td>- Works quickly to establish paternity/connect child to relatives...</td>
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<tr>
<td></td>
<td>- Conveys importance as team member/source of support...</td>
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<tr>
<td><strong>Engagement:</strong></td>
<td>4. Identifies natural supports and safety issues...</td>
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<tr>
<td></td>
<td>- Researches family relationships,</td>
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<tr>
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<td>- Explores with children worries, wishes, where they feel safe and want to live...</td>
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<tr>
<td></td>
<td>2. Models honest and respectful communication consistently.</td>
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<td>- Describes situation honestly...</td>
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<td>- Is clear what is being requested...</td>
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<td>- Facilitates dialogue...</td>
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# PRACTICE STRATEGIES

## TEAMING

### CPM PRACTICE STRATEGIES

**Teaming:**

The Child and Family Team (CFT) is the basis of the CPM. Through teaming, the family, social worker, clinician and other team members have the opportunity to work together in planning, coordinating and decision-making.

### PRACTICE ELEMENTS

**Teaming:**

Recognizes and appreciates family's community, cultural, tribal and other natural relationships and engages family's entire system of support so that the family's underlying needs can be met.

**Shared Commitment and Accountability:**

Joint assessments and decisions by worker and family, often including family's team.

## ACCEPT PRACTICE BEHAVIORS (CONDENSED)

8. **Asks initially and throughout the family’s involvement if they would like a support or peer advocate...**
   - Links family to advocates...
   - Coordinates with advocates...

3. **Caregiver respect is demonstrated through**
   - Candid discussions about rights, role, responsibilities...
   - Includes on family team...
   - Provides resource information...

15. **Coordinates Communication and facilitates sharing of important information about child among all parties**
   - Explores/nurtures mentoring relationship...

7. **Encourages mutual exploration in all interactions, affirms unique strengths, life experience and self identified goals of family**
   - Honors culture...
   - Explores solutions...
   - Assures needed support...

6. **Prepares, brings together and supports a Child and Family Team**

**Team** includes natural supports and others providing services...
## LEAN IN, LIFT UP and CONNECT to CULTURE
### LOS ANGELES COUNTY SHARED CORE PRACTICE MODEL

### PRACTICE STRATEGIES

<table>
<thead>
<tr>
<th>ASSESSMENT</th>
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<tr>
<td><strong>CPM PRACTICE STRATEGIES</strong></td>
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<tr>
<td><strong>Assessment:</strong></td>
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<tr>
<td>Working with the child/youth and family to identify the strengths, underlying needs, skills, protective capacities and the trauma the family may have experienced.</td>
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<th>PRACTICE ELEMENTS</th>
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<td><strong>Self-Advocacy:</strong></td>
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<td>Supports family to speak for themselves.</td>
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| **Advocacy:** |
| Speaks out for the family and their perspective to strengthen and support the family. |

| **Well-Being Partnerships:** |
| Trauma-sensitive; Partners with family, community and Tribes to understand and meet family needs. |

### ASSIST

<table>
<thead>
<tr>
<th>PRACTICE BEHAVIORS (CONDENSED)</th>
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<tbody>
<tr>
<td><strong>8.</strong> Acknowledges and validates feelings of grief and loss by...</td>
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<tr>
<td>* Listening consistently to the family’s story</td>
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<tr>
<td>* Helping family explore history, impacts, who can help address...</td>
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| **16.** Supports the child and the child/parent relationship by... |
| * Continually assessing, arranging, and structuring visitation activities with the family/team |

| **9.** Self-Advocacy promotion by... |
| * Encouraging and supporting active youth/family voice and leadership in assessing, finding solutions, planning and decisions... |

| **17.** Interactive, experiential coaching during visitation to improve parenting skills. |
| * Arranges/advocates for when needed... |

| **18.** Shows understanding that normal is different for everyone... |
| * Incorporates family’s perspective... |

| **11.** Team together to support child and gather and apply all relevant information to child/family safety and well-being... |
| * Uses family’s cultural lens... |
**PRACTICE STRATEGIES**

### PLANNING/INTERVENTION

**CPM PRACTICE STRATEGIES**
Planning/Intervention: Tailoring plans to build on strengths and protective capacities in order to meet individual needs for each child and family.

**PRACTICE ELEMENTS**
- Well-Being Partnerships: Trauma-sensitive; Partners with family, community and Tribes to understand and meet family needs.
- Recovery, Safety and Well-Being: Identifies, advocates for and supports use of culturally sensitive services, supports, practices, traditions.
- Shared Commitment and Accountability: Joint assessments and decisions by worker and family, often including family’s team.

### APPRECIATE PRACTICE BEHAVIORS (CONDENSED)

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| 12. | Advocates for a broad array of services to assist with loss, grief, healing and recovery.  
  - Asks family who/what is helping or could help... |
| 17. | Promotes parent/child relationship and with family/team assesses need for interactive, experiential coaching during visitation to support.  
  - Parenting skills improvement |
| 16. | Relationship between parent and child is continually assessed with family/team, and together culturally appropriate visitation activities are arranged. |
| 19. | Environment is created for open/honest communication.  
  - Ensures team planning is informed and timely...  
  - Follows through...  
  - Admits bias, missteps, mistakes |
| 20. | Creates shared agreement on the culturally sensitive services to address safety, well-being and family needs.  
  - Links to and supports use of these services. |
| 13. | Individualized appropriate family supports and services are facilitated.  
  - Encourages learning from cultural leaders...  
  - Shares agency programs...  
  - Facilitates team solutions... |
| 21. | Assists Team in Adapting to changing roles.  
  - Explores with team members what roles they can play over time to strengthen child safety and support the family. |
| 22. | Team dialogue is continuously facilitated to understand how supports and services are working...  
  - Makes adjustments based on family/team assessment... |
| 23. | Emphasizes importance of family’s support team beyond time of CWS...  
  - Facilitates agreement on post-dependency team member commitments/roles... |

### TRACKING/ADAPTING/TRANSITIONING

**CPM PRACTICE STRATEGIES**
Tracking/Adapting: Evaluating the effectiveness of the plan; adapting to challenges; celebrating success and organizing aftercare supports.

**PRACTICE ELEMENTS**
- Recovery, Safety and Well-Being
- Shared Commitment and Accountability

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**LEARN IN, LIFT UP and CONNECT to CULTURE**

**LOS ANGELES COUNTY SHARED CORE PRACTICE MODEL**

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### EXPLORATION & ENGAGEMENT

#### INQUIRY – Mutual Exploration with Family and Others

**ENGAGEMENT – Invites In and Makes Central the Family’s Perspective**

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<th>LEAN IN</th>
<th>CONDENSED PRACTICE BEHAVIORS</th>
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| **Listens with Openness** | Approaches all interactions with families, communities and Tribes with openness.  
- **Listens**  
- **Asks** global questions  
- **Uses** understandable language |
| **Explores Relationships** | Uses tools to explore family relationships, natural supports and safety issues.  
- **Explores** with children worries, wishes, where they feel safe and want to live |
| **Actively Finds Connections** | Seeks information about non-custodial parents, relatives, significant relationships.  
- **Finds** them thru inquiry and early/ongoing internet search, records review |
| **Nurtures Honest Dialogue** | Consistently models honest and respectful communication.  
- **Describes** situation honestly  
- **Is clear** what is being requested  
- **Facilitates** dialogue |
| **INsures Connection & Support** | Follows up inquiry and search.  
- **Works** quickly to establish paternity/connect child to relatives  
- **Conveys** importance as team member/source of support |

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**LEAN IN, LIFT UP and CONNECT to CULTURE**

**CHILD and FAMILY PRACTICE MODEL**

**POWER of FAMILY**

**CORE PRACTICE ELEMENTS**

**SELF-ADVOCACY** – Supports family to speak for themselves

**ADVOCACY** – Speaks out for the family and their perspective to strengthen/support

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<th>LIFT UP</th>
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| Links Family | **Asks** initially and throughout the family’s involvement if they would like a support or peer advocate  
• **Links** family to advocate  
• **Coordinates** with advocates |
| Interactions are Affirming | In all interactions, **affirms** unique strengths, life experience and self-identified goals of family.  
• **Honors** culture  
• **Explores** solutions  
• **Assures** needed support |
| Facilitates Sharing | **Facilitates** sharing of important information about child and coordinates communication among all parties.  
• **Explores/nurtures** mentoring relationship |
| Team Solutions | **Facilitates** appropriate family supports and services.  
• **Encourages learning** from cultural leaders  
• **Shares** agency programs  
• **Facilitates** team solutions |
| Uses Cultural Lens | **Gathers and applies** all relevant information to child/family safety and well-being.  
• **Uses** family’s cultural lens  
• **Engages** team around supporting child |
| Promotes Speaking Out | **Promotes Self-Advocacy.**  
• **Encourages and supports** active youth/family voice and leadership in assessing, finding solutions, planning and decisions |
# CIRCLE of SUPPORT

## CORE PRACTICE ELEMENTS

**TEAMING** – Appreciates cultural, community and tribal supports and engages family’s entire system of support in order to meet family’s underlying needs

**SHARED COMMITMENT AND ACCOUNTABILITY** – Joint assessments and decisions by worker and family, often including family’s team

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## CONNECT

<table>
<thead>
<tr>
<th>Core Practice Element</th>
<th>Condensed Practice Behaviors</th>
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| **Caregiver Respect & Resources**                                                      | Demonstrates respect to caregivers.  
- Candid discussions about rights, role, responsibilities  
- Includes on family team  
- Provides resource information |
| **Optimal Team Environment**                                                           | Creates environment for open/honest communication.  
- Ensures team planning is informed and timely  
- Follows through  
- Admits biases, missteps, mistakes |
| **Natural Supports**                                                                   | Establishes, continuously brings together and supports a child and family team.  
- Includes natural supports and others providing services |
| **Normalizing Needs**                                                                  | Shows understanding that normal is different for everyone  
- Incorporates family’s perspective of their needs and solutions in all casework and documentation |
| **Explores Team Roles**                                                                | Explores with team members what roles they can play over time to strengthen child safety and support the family.  
- Helps team adapt to changing roles |
| **Continuous Dialogue & Adjustment**                                                    | Facilitates continuous dialogue with the family/team about how supports and services are working.  
- Makes adjustments based on family/team assessment |
| **Teams Post-Permanency**                                                             | Emphasizes importance of family’s support team beyond time of CWS.  
- Facilitates agreement on post-dependency team member commitments/roles |

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**LEARN IN, LIFT UP and CONNECT to CULTURE**

**CHILD and FAMILY PRACTICE MODEL**

### HEALING TRAUMA

#### CORE PRACTICE ELEMENTS

**WELL-BEING PARTNERSHIPS** – Trauma-sensitive; Partners with family, community and Tribes to understand and meet family needs

**RECOVERY, SAFETY AND WELL-BEING** – Identifies, advocates for and supports use of culturally sensitive services, supports, practices, traditions

### CONDENSED PRACTICE BEHAVIORS

<table>
<thead>
<tr>
<th>CULTURE</th>
<th>CONDENSED PRACTICE BEHAVIORS</th>
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<tbody>
<tr>
<td><strong>Customized Visitation</strong></td>
<td>With family/team continually assesses, arranges and structures culturally appropriate visitation activities.</td>
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</tbody>
</table>
| **Using Experiential Coaching** | With family/team assesses need for interactive, experiential coaching during visitation to improve parenting skills.  
  - Arranges/advocates for when needed |
| **Listening for Loss** | Listens consistently to the family’s story.  
  - Acknowledges and validates feelings of grief/loss  
  - Helps family explore history, impacts, who can help address |
| **Tailoring Supports to Underlying Needs** | Explores, connects, and advocates for a broad array of services to assist with loss, grief, healing and recovery.  
  - Asks family who/what is helping or could help |
| **REcovery and Well-Being** | Creates shared agreement on the culturally sensitive services to address safety, well-being and family needs.  
  - Links to and supports use of these services. |

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LA COUNTY CORE PRACTICE MODEL

GUIDING FRAMEWORK

PRACTICE BEHAVIORS

PRACTICE STRATEGIES

LEAN IN

CONNECT

LIFT UP

APPRCIATE

ACCEPT

AFFIRM

ASSIST

STRENGTHS

NEEDS PRACTICE

& CHILD SAFETY

Tracking/Adapting/Transitioning

Planning/Intervention

Engaging

Teaming

Assessment/Understanding

LA COUNTY CORE PRACTICE MODEL