



Family Centered Engagement

REFERRAL WORKER TRAINING



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WORK GROUP AND PRESENTERS



ND DHS – Children & Family Services Division
 The Village Family Service Center
 Human Service Zones
 Supreme Court
 Juvenile Court

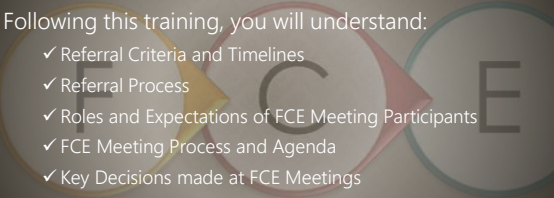



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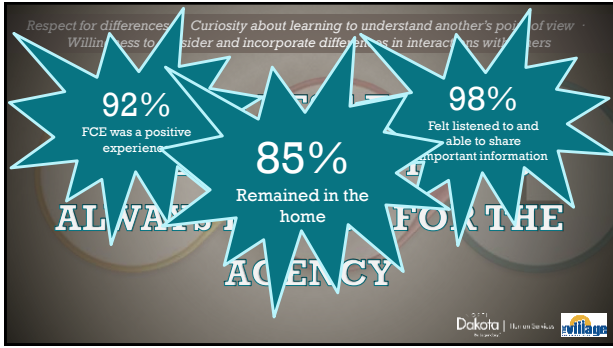
TRAINING OBJECTIVES

Following this training, you will understand:

- ✓ Referral Criteria and Timelines
- ✓ Referral Process
- ✓ Roles and Expectations of FCE Meeting Participants
- ✓ FCE Meeting Process and Agenda
- ✓ Key Decisions made at FCE Meetings
- ✓ Your responsibilities after the FCE Meeting

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Family Centered Engagement

DEFINITION

Family Centered Engagement Meetings are a **facilitated team process** that include participation from parents, extended family, children/youth, service providers, child welfare staff, and juvenile court staff to make **critical decisions** regarding the safety and well-being of the child/youth to achieve the safest and **least restrictive** outcomes that are in the best interest of the child/youth.

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POLICY & PRACTICE REQUIREMENTS

Family Centered Engagement Meetings
607-05-35-25-10-05

https://www.nd.gov/dhs/policymanuals/60705/60705.htm#Archive%20Documents/2021/ML%203614/607_05_35_25_10_05%20ML%203616.htm?highlight=fce

ND Dual Status Youth Initiative Protocol and Practice Guide

<https://www.ndcourts.gov/Media/Default/other-courts/juvenile-court/DSY/Dual%20Status%20Youth%20Protocol%20and%20Practice%20Guide%20October2021.pdf>

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FCE DECISION TREE

- ✓ Guidance to show when a referral is appropriate
- ✓ Explains intersection of FCE and Safety Framework Practice in child welfare
- ✓ Demonstrates importance of collaboration between HSZs and Juvenile Court

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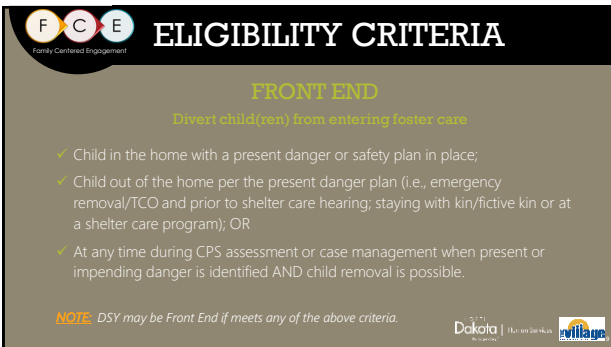
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OVERARCHING GOALS

- 1 Reduce the number of children entering foster care
- 2 Increase the number of children remaining safely in their own homes
- 3 For children who are removed, increase the number placed with relatives/kin

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ELIGIBILITY CRITERIA

FRONT END

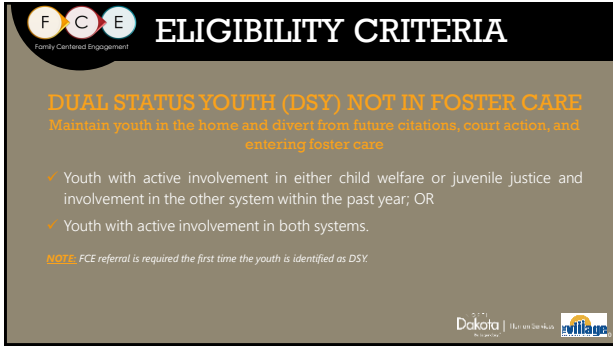
Divert child(ren) from entering foster care

- ✓ Child in the home with a present danger or safety plan in place;
- ✓ Child out of the home per the present danger plan (i.e., emergency removal/TCO and prior to shelter care hearing; staying with kin/fictive kin or at a shelter care program); OR
- ✓ At any time during CPS assessment or case management when present or impending danger is identified AND child removal is possible.

NOTE: DSY may be Front End if meets any of the above criteria.

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ELIGIBILITY CRITERIA

DUAL STATUS YOUTH (DSY) NOT IN FOSTER CARE

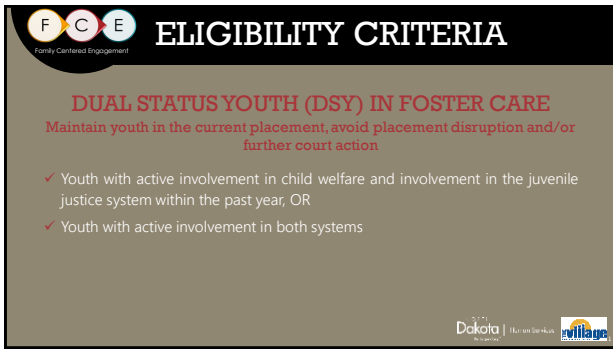
Maintain youth in the home and divert from future citations, court action, and entering foster care

- ✓ Youth with active involvement in either child welfare or juvenile justice and involvement in the other system within the past year; OR
- ✓ Youth with active involvement in both systems.

NOTE: FCE referral is required the first time the youth is identified as DSY.

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ELIGIBILITY CRITERIA

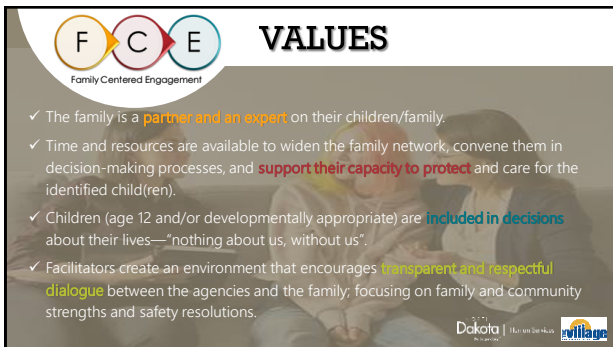
DUAL STATUS YOUTH (DSY) IN FOSTER CARE

Maintain youth in the current placement, avoid placement disruption and/or further court action

- ✓ Youth with active involvement in child welfare and involvement in the juvenile justice system within the past year; OR
- ✓ Youth with active involvement in both systems

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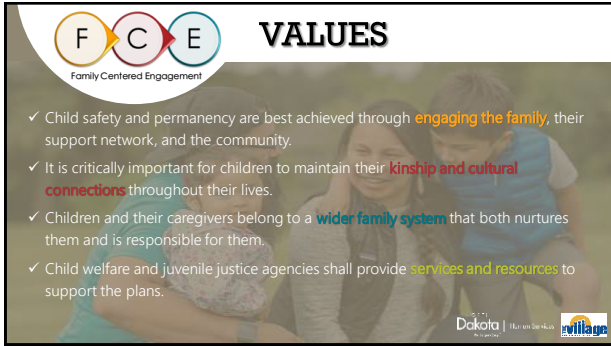
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VALUES

- ✓ The family is a **partner and an expert** on their children/family.
- ✓ Time and resources are available to widen the family network, convene them in decision-making processes, and **support their capacity to protect** and care for the identified child(ren).
- ✓ Children (age 12 and/or developmentally appropriate) are **included in decisions** about their lives—"nothing about us, without us".
- ✓ Facilitators create an environment that encourages **transparent and respectful dialogue** between the agencies and the family; focusing on family and community strengths and safety resolutions.

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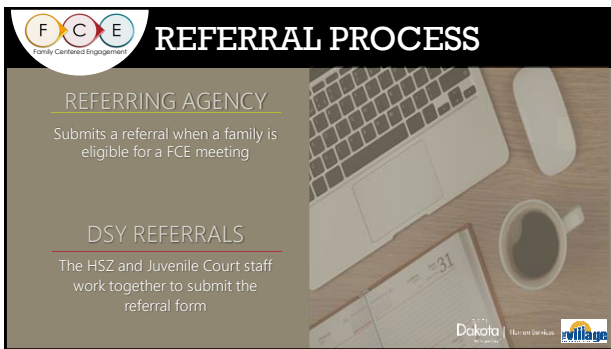
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VALUES

- ✓ Child safety and permanency are best achieved through **engaging the family**, their support network, and the community.
- ✓ It is critically important for children to maintain their **kinship and cultural connections** throughout their lives.
- ✓ Children and their caregivers belong to a **wider family system** that both nurtures them and is responsible for them.
- ✓ Child welfare and juvenile justice agencies shall provide **services and resources** to support the plans.

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REFERRAL PROCESS

REFERRING AGENCY
Submits a referral when a family is eligible for a FCE meeting

DSY REFERRALS
The HSZ and Juvenile Court staff work together to submit the referral form

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REFERRAL TIMELINES

<u>FRONT END</u>	<u>DSY NOT IN FC</u>	<u>DSY IN FC</u>
Immediately OR as soon as present or impending danger has been identified AND child removal is possible	Within 7 calendar days of identification as DSY or as soon as appropriate	Within 7 calendar days of identification as DSY or as soon as appropriate

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ROLES

Facilitator

- ✓ Required participant
- ✓ Maintains neutrality
- ✓ Trained team process expert
- ✓ Focused and diligent on ensuring the safety concerns for the children and family are fully addressed
- ✓ Provides FCE Plan report to participants outlining decisions and action steps

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ROLES

Referring Worker

- Required participant
- Prepares to share:
 - Identified present danger and/or impending danger threats;
 - Any non-negotiables that exist;
 - Any legal requirements
- Offers ideas to prevent further involvement with the agency

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ROLES

HSZ & Juvenile Court Staff

- Both are required participants for Dual Status Youth
- Prepares to share:
 - Identified present danger and/or impending danger threats;
 - Any non-negotiables that exist;
 - Any legal requirements
 - Status of the current placement when a DSY is in foster care
- Decision-makers along with the family

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ROLES

Parents/Caregivers & Children

- Parents/caregivers are required participants
- EXPERTS on family's needs and strengths
- Presence and involvement is integral
- Children 12 ↑ supported to participate
(as developmentally appropriate)
- Children ↓ 12 considered *(case-by-case basis)*



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ROLES

Extended Family & Kin

- Shares perspective on family's needs and strengths
- Provides support, assistance or resources to the family
- Participates by:
 - Developing ideas
 - Being safety service provider
 - Assisting with placement decision



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ROLES

Service Providers

- Chemical dependency professionals
- Domestic violence experts
- Mental health clinicians
- School Representatives
- Guardian ad Litem
- Private agency staff



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Community Resource Representatives

- Member of family's community
 - Neighbor, faith community, cultural connection
- Based on existing partnership with the family

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ICWA Workers

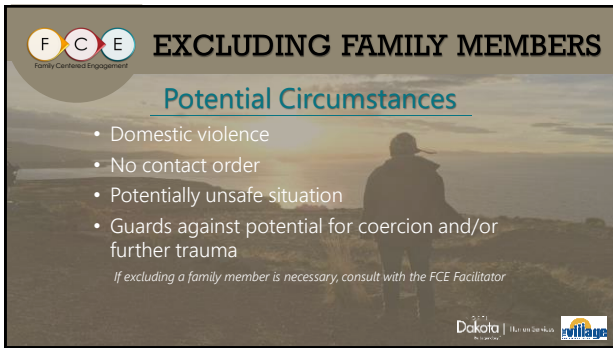
- Ensures goals of ICWA are met
- Enhances child's connection to culture and Tribe
- Assists with culturally appropriate options for safety & permanency
- ICWA Family Preservationists (IFPs) in some HSZs

Attorneys

- Support role only
- FCE Meetings are NOT legal proceedings or court actions

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F C E EXCLUDING FAMILY MEMBERS
Family Centered Engagement

Potential Circumstances

- Domestic violence
- No contact order
- Potentially unsafe situation
- Guards against potential for coercion and/or further trauma

If excluding a family member is necessary, consult with the FCE Facilitator

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MEETING GOALS

FRONT END
Divert children from entering foster care

DSY NOT IN FC
Maintain youth in the home and divert from future citations, court action, and entering foster care

DSY IN FC
Maintain youth in the current placement, avoid placement disruption and/or further court action



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HOW TO EXPLAIN TO PARENTS

Focus on the WHY
Managing Resistance



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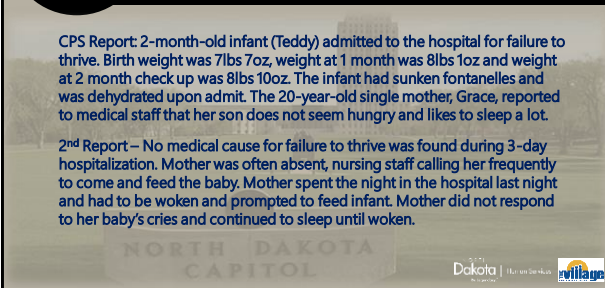
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HOW TO EXPLAIN TO PARENTS

CPS Report: 2-month-old infant (Teddy) admitted to the hospital for failure to thrive. Birth weight was 7lbs 7oz, weight at 1 month was 8lbs 1oz and weight at 2 month check up was 8lbs 10oz. The infant had sunken fontanelles and was dehydrated upon admit. The 20-year-old single mother, Grace, reported to medical staff that her son does not seem hungry and likes to sleep a lot.

2nd Report— No medical cause for failure to thrive was found during 3-day hospitalization. Mother was often absent, nursing staff calling her frequently to come and feed the baby. Mother spent the night in the hospital last night and had to be woken and prompted to feed infant. Mother did not respond to her baby's cries and continued to sleep until woken.



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HOW TO EXPLAIN TO PARENTS

Determine the **least restrictive** option possible that can sufficiently manage the danger threat to the child:

- The threatening person will leave the home.
- The protective parent and child will leave the home and go to a safe environment.
- A responsible adult is in the home at pre-determined specific times.
- A responsible adult will routinely monitor the home.
- A responsible adult will move into the home seven days per week, 24 hours per day.
- The child will be cared for outside the home periodically.
- The child will live with someone in the family network part-time.
- The child will live with someone in the family network for seven days per week, 24 hours per day.
- The child will be placed in the temporary custody of the Human Service Zone.

For the purposes of this section, the "home" refers to the location where the at-risk child is presently residing and where the danger threat(s) needs to be managed. For example, the child may be presently located in the family home, a hospital, a shelter, or other location.

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ACTIONS BEFORE MEETING

ALL REFERRAL TYPES

<p>FCE Facilitator</p> <ul style="list-style-type: none"> ✓ Contacts participants <ul style="list-style-type: none"> ▪ Parents/Caregivers ▪ Custodian ▪ Referring agency staff ▪ HSZ & Juvenile Court staff if DSY ✓ Prepares for the meeting 	<p>HSZ / Juvenile Court Staff</p> <ul style="list-style-type: none"> ✓ Prepares key information: <ul style="list-style-type: none"> ▪ Present and Impending Danger ▪ Non-negotiables ▪ Legal requirements ▪ Potential placement options ▪ Available resources and supports
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MEETING AGENDA


ALL REFERRAL TYPES

1. Opening
2. Discussion
3. Creating a Plan
4. Wrap up

Total meeting time: 1.5 – 2.0 hours

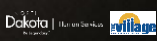
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KEY DECISIONS DURING MEETING

<h3>FRONT END / DSY NOT IN FC</h3> <ul style="list-style-type: none"> ✓ Status of present/impending danger (extend/update plan if necessary) ✓ Prevention plan ✓ Whether an in-home or out-of-home safety plan is required <ul style="list-style-type: none"> ▪ In-Home – safety services and providers ▪ Out-of-home – family interaction plan ✓ Juvenile Court assessments and collateral information 	<h3>DSY IN FC</h3> <ul style="list-style-type: none"> ✓ Whether youth can remain in current placement ✓ If placement change is necessary: <ul style="list-style-type: none"> ▪ Timeline & location ▪ Plan for new placement ✓ Whether further court action is necessary
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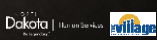


KEY DECISIONS DURING MEETING

ALL REFERRAL TYPES

Safety Planning:

- Why are we here? Clearly identified safety threat(s) and factors contributing to delinquency
- Specific actions to increase safety or prevent delinquency
- Who will perform safety or delinquency prevention service
- Safety service providers' suitability
- Family interaction plan (if out-of-home safety plan)



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BEHAVIOR MANAGEMENT

Supervision and Monitoring

Stress Reduction

Services that limit, regulate, and/or influence parental behavior

SAFETY SERVICES



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BEHAVIOR MANAGEMENT

Sue will move into the home for two weeks starting today. Sue will supervise, monitor, and assist with feeding Teddy (including the preparation of bottles). When Grace does not wake at night or respond to Teddy's cries, Sue will respond and prompt Grace to feed Teddy.

SAFETY SERVICES



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CRISIS MANAGEMENT

Bring a halt to the crisis
Mobilize problem solving

SAFETY SERVICES



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CRISIS MANAGEMENT

Sue or Helen will provide immediate care and respond to Teddy's needs when Grace is not present.

SAFETY SERVICES



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SOCIAL CONNECTIONS

- Friendly visiting
- Basic parenting assistance
- Supervision/monitoring as a social connection
- Social networking

SAFETY SERVICES



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SOCIAL CONNECTIONS

A parent aide from the HSZ visits the home every Tuesday and Thursday from 10:30-noon, visiting with Grace with a focus on child development and accessing services to meet child and caregiver needs.

SAFETY SERVICES



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RESOURCE SUPPORT

- Safety Permanency Funds
- Parent Aide services
- Medical, mental, and behavioral intervention

SAFETY SERVICES



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RESOURCE SUPPORT
*Marsha from the church will stop at the home
 and bring over diapers and extra formula
 every Sunday.*

SAFETY SERVICES




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SEPARATION
 Planned absence from the home
 Respite Care, childcare, or after school care
 Child placement with alternate caregiver
 known to the child

SAFETY SERVICES



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SEPARATION
*Sue and Helen will take Teddy to their home
 every Wednesday and Friday night at 5pm
 returning the following day at 11am to offer
 Grace a break.*

SAFETY SERVICES



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Qualifications of Safe and Suitable Safety Service Providers

1. Be available when required
2. Be properly aligned with child and agency
3. Be trustworthy and committed
4. Understand the danger threats
5. Understand their function
6. Be supportive and encouraging
7. Recognize signs of problems and know what to do if they see those signs.

SAFETY PROVIDERS




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QUALITIES OF SUFFICIENT SAFETY PLANS

- Safety services and responses are available now
- Uses "control" services, not "change" services
- Starts by identifying the Impending Danger
- The safety plan begins immediately
- Least intrusive to sufficiently control the danger
- Covers critical times of the day and circumstances
- Frequency and duration sufficiently controls the threat
- Does not rely on the parent/caregiver to stop behaviors or act differently




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END OF THE MEETING

- ✓ Plan is shared
- ✓ Opportunity to complete survey





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AFTER THE MEETING

- ✓ Plan is monitored
- ✓ Follow up collaborative meeting within 30 days
(lead agency facilitates, not FCE Facilitator)
- ✓ HSZ staff continue with assessment process
- ✓ FCE 6 month follow up questionnaire






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FACILITATOR CONTACTS

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<p>Emily Therrian, FCE Facilitator FCE-Dickinson@thevillagefamily.org etherrian@thevillagefamily.org</p>	<p>Morgan Devine, FCE Facilitator FCE-GrandForks@thevillagefamily.org mdevine@thevillagefamily.org</p>
<p>Alexa Kudrna, FCE Facilitator FCE-Fargo@thevillagefamily.org akudrna@thevillagefamily.org</p>	

Virtual Zoom FCE Meetings are available which allows facilitators to coordinate and lead meetings throughout the state.






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Questions?




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