

Letting Go of the Control: Moving from Agency-Centered Planning to Family-Centered Teaming

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CHILDREN, YOUTH & FAMILIES

Background

Permanency From Day One Grant Intervention

- Enhanced Permanency Planning Meetings
- Original Goal: Decreasing permanency timeframes through family engagement
- Transformed Goal: Modeling family engagement to transform agency from compliance-based to teaming model.

What does agency-centered planning imply?

Inherent Authority

I know better than you

I'm going to tell you what to do

Distrust is reinforced

Your voice is not valued

Consequences of Non-Teaming Planning

Family, Youth



Agency

Consequences of Non-Teaming Planning

- Not feeling heard
- Bias and implicit bias unchecked
- Feel as though need to pick a side
- No buy-in
- Participants not equal
- Families feeling shutdown and/or overwhelmed

Why Family Teaming?

- Promotes family empowerment
- Family are their own experts (research citation)
- Cultural considerations are taken into account
- Buy-In from the family and youth
- Opens up ideas for solutions
- Builds on family strengths
- Increases information
- Brings more people and resources to the table
- Supports

Why Family Teaming?

A family's belief that all its members are respected and that its strengths, challenges, concerns, and cultural differences are recognized and accepted which strengthens the relationship with the case worker.

This creates confidence in the process that increases the chances for a successful intervention.

--Horwitz and Marshall, 2015

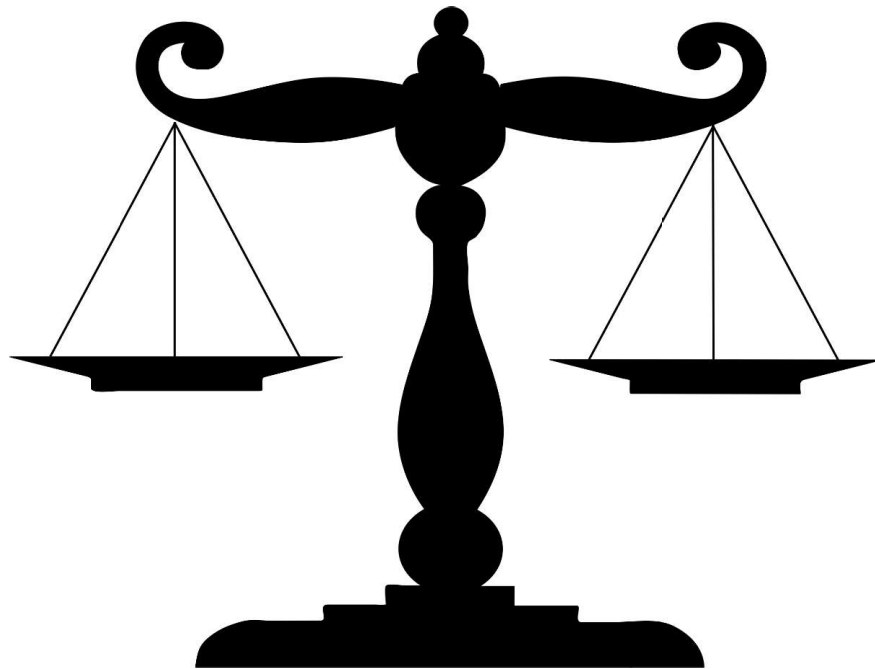
Why Family Teaming?

Families are more likely to commit to achieving goals when they help make decisions about a plan that will affect them and their children.

--Horwitz and Marshall, 2015

Family Teaming

Family, Youth



Agency

What does Family Teaming Look Like?

- Inclusion
- Information Sharing
- Flexible Planning
- Factual
- Transparent
- Acknowledge Emotions
- Be aware of meeting site



Quality Improvement Center on Engaging Youth

#1

Children and youth must be embraced as experts on their own lives, a source of solutions, and as partners in decision-making.

And
Mothers.
Fathers.
Relatives.
Family-like
Connections

#3

A culture of equity and inclusion must be cultivated to ensure that children and youth of all ages, races, ethnic backgrounds, abilities, sexual orientations, and gender identities can safely and effectively partner in shared-decision making.

QIC-Empowering Youth

<https://youtu.be/n5yJsBoz1go>

Promoting Inclusion, Transparency, & Respect

Inclusion

- Inviting those identified by family and Tribe as family supports;
AND
- Ensuring that families have a voice in their own case planning.
- Inviting youth participation and voice.

Promoting Inclusion, Transparency, & Respect

Transparency

- Ensuring that all information is shared by all parties
- Having honest, difficult conversations when necessary

Promoting Inclusion, Transparency, & Respect

Respect

- Affording the opportunity for all participants to have a voice and are listened to during the meeting.
- Honoring family and Tribe schedules, culture and values.

Preliminary Results

- Preliminary data demonstrates that, in general:
 - Participants in the Treatment group receive almost **6 meetings** on average compared to **2.6 meetings** for the Control group.
 - Participation of youth in the PFD1 meetings is between **5.5 and 6.7 times greater**, for other extended family between **2.6 and 3.1 times greater**, and for father between **2.25 and 2.66 times greater**. The likelihood of mothers attending is also between **2 and 2.3 times greater**.
- Child/youth attendance per case in Treatment cases is **3.46 times higher** than in non-project offices statewide.
- In all Control and non-project regions, average attendance by children, mothers, fathers, relative and caregivers is much lower than in Treatment offices.

What if you are seeing agency-centered planning?

- Be willing to have difficult conversations to address it
- STOP - Call a time-out
 - Discuss within the meeting;
 - Bring this up with facilitator/SW/GAL after meeting
- Address it if you believe in changing the dynamic

Reflection

- Think about doing something different tomorrow than what you would have done previously.
- What does it mean to create a culture of equality and collaboration?

Resources

Supporting Child, Caregiver, Family Well-Being in Time of Crisis: Strategies to Promote Effective Virtual and Phone Engagement

<https://www.childwelfare.gov/pubs/virtualengagement/>

Lessons From the COVID Pandemic: Supporting Families Through More Just, Equitable, Proactive and Integrated Approaches

<https://www.acf.hhs.gov/cb/policy-guidance/im-21-03>

Thank you!

Please feel free to share this information and send feedback to

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