

# Practice Focus

## TEAMING

<b>What is It?</b>	Family Search and Engagement is not a solitary event; it takes a "team" of child welfare professionals to do this important work. Team members include not only the worker, supervisor and any other agency staff who are involved (i.e. kinship worker, FTM Facilitator); but also the family and children themselves along with other professionals such as CASAs, GALs, and therapists the youth may be involved with. Some agencies have access to Wendy's Wonderful Kids Recruiters who are also an important part of the team. Effective teaming allows for meaningful collaboration with families and with system partners to identify and achieve shared goals.
<b>What laws and rules (OAC) apply?</b>	<ul style="list-style-type: none"><li>• Fostering Connections to Success and Increasing Adoptions Act of 2008</li><li>• OAC 5101:2-38-01 Requirements for PCSA Case Plan for In Home Supportive Services Without Court Order</li><li>• OAC 5101:2-38-05 PCSA Case Plan for Children In Custody or Under Protective Supervision</li><li>• OAC 5101:2-39-01 Removal of a Child from the Child's Own Home</li></ul>
<b>Teaming may look like this if you are an <u>Intake Worker</u></b>	<ul style="list-style-type: none"><li>• Maintaining regular communication with his/her supervisor to update on FSE progress.</li><li>• Participating in Family Team Meetings.</li><li>• Validating and encouraging family members' primary roles in planning and making decisions for themselves and their children.</li><li>• Providing information in a transparent manner to family members that is accurate, understandable and complete to help them make informed decisions and choices in ensuring the safety of their children.</li></ul>

	<ul style="list-style-type: none"> <li>Actively learning about the family through use of engagement tools and skills such as: genograms, life circles, scaling questions, solution-focused questions and strengths and needs exercises.</li> </ul>
<p><b>Teaming may look like this if you are an <u>Ongoing Worker</u></b></p>	<ul style="list-style-type: none"> <li>Participating in Family Team Meetings.</li> <li>Working with relatives or non-blood kin to help them understand the difference between becoming a placement option and being a support to the youth in care.</li> <li>Help team members understand the engagement process and which members will be responsible for linking family with community resources.</li> <li>Encouraging and emphasizing the importance of families and their supports participating and engaging in family meetings, case planning and case reviews.</li> <li>If the family consents, involving community partners in service-planning meetings, family team meetings and/or reviews.</li> </ul>
<p><b>Teaming may look like this if you are an <u>Adoption or Independent Living Worker</u></b></p>	<ul style="list-style-type: none"> <li>Permanency Roundtables (PRTs) are structured case consultations focused specifically on “busting barriers” in order to expedite legal permanency and increase permanent connections for children. This initiative was started by Casey Family Programs as a means to reduce the number of children emancipating from foster care without a permanent home. It is part of Ohio’s larger initiative to reduce the number of children emancipating from care without a form of legal permanency. The PRTs focus on finding permanency for children ages 12 and older who have been in care for 17 months or longer. Most PRTs consist of the child, his or her caseworker and supervisor, a facilitator, and a consultant with experience in helping children establish permanency. A support person identified by the child is also included in the PRT team. Children are empowered to select goals and people who are important to them and create an action plan to achieve permanent supportive relationships. The child directs his or her action plan and the adults help guide them through the process.</li> <li>Here is a link to tell you more about the PRT Process: <a href="http://ohioprt.org/home.php">http://ohioprt.org/home.php</a></li> <li>If you are interested in establishing PRTs at your agency please contact Scott Britton, PCSAO, <a href="mailto:scott@pcsao.org">scott@pcsao.org</a>, Karen.McGormley, ODJFS, <a href="mailto:Karen.McGormley@jfs.ohio.gov">Karen.McGormley@jfs.ohio.gov</a>, or Fawn Gadel , NCALP, <a href="mailto:fgadel@law.capital.edu">fgadel@law.capital.edu</a>.</li> </ul>

<p><b>Teaming may look like this if you are a <u>Family Team Meeting Facilitator</u></b></p>	<ul style="list-style-type: none"> <li>Engage relatives or non-blood kin in discussions about the types of support they can provide to the family and educate them about their options.</li> <li>Reinforce the importance of identifying relatives or non-blood kin not only as a placement resource, but also as a supportive resource for families and a connection for children.</li> <li>If the family consents, involving community partners in service-planning meetings, family team meetings and/or reviews.</li> </ul>		
<p><b>Teaming may look like this if you are a <u>Kinship Worker</u></b></p>	<ul style="list-style-type: none"> <li>Sharing with the Intake or Ongoing worker information gained from contact with relatives or non-blood kin that might support FSE efforts.</li> </ul>		
<p><b>Tools</b></p> 	<ul style="list-style-type: none"> <li>✓ <a href="#">Circle of Support</a></li> <li>✓ <a href="#">Teaming Strategies</a></li> <li>✓ <a href="#">Meeting Tips</a></li> <li>✓ <a href="#">Youth Participation</a></li> <li>✓ <a href="#">Youth Permanency Scale</a></li> <li>✓ <a href="#">Differential Response Practice Profiles and Caseworker Self-Assessment &amp; Field Tools</a></li> </ul>		
<p><b>Documentation Suggestions/ Reminders</b></p>	<ul style="list-style-type: none"> <li>Any FSE type of contact should be labeled in SACWIS with a Family Search and Engagement subcategory.</li> <li>Relative or non-blood kin who are identified in a genogram activity log should also be added to the associated persons tab in SACWIS for <u>all</u> cases.</li> </ul>		
<p><b>Supervisor Strategies</b></p>	<ul style="list-style-type: none"> <li>Verify that the genogram is updated prior to SAR.</li> <li>Discuss actions taken and progress made regarding FSE efforts during supervision.</li> <li>Regularly document FSE activities performed in supervision notes.</li> </ul>		
<p><b>Training Suggestions via the Ohio Child Welfare Training Program</b></p> 	<p>E-Track #207-4</p>	<p>Family Team Meeting/Meeting Facilitation Training</p>	<p>6 hours, also available in a 12 hour version.</p>
	<p>E-Track # 210-39</p>	<p>Family Search and Engagement: The Path to Best Practice</p>	<p>6 Hour Classroom Learning</p>
	<p>E-Track #211-3</p>	<p>Working with Kin: A Critical Resource for Children in Care</p>	<p>6 Hour Classroom Learning</p>

