

LEAN IN, LIFT UP and CONNECT to CULTURE

CHILD and FAMILY PRACTICE MODEL

EXPLORATION & ENGAGEMENT

CORE PRACTICE ELEMENTS

INQUIRY – *Mutual Exploration with Family and Others*ENGAGEMENT – *Invites In and Makes Central the Family's Perspective*

▶ LEAN IN	CONDENSED PRACTICE BEHAVIORS
Listens with Openness	<p>Approaches all interactions with families, communities and Tribes with openness.</p> <ul style="list-style-type: none"> • <i>Listens</i> • <i>Asks</i> global questions • <i>Uses</i> understandable language
Explores Relationships	<p>Uses tools to explore family relationships, natural supports and safety issues.</p> <ul style="list-style-type: none"> • <i>Explores</i> with children worries, wishes, where they feel safe and want to live
Actively Finds Connections	<p>Seeks information about non-custodial parents, relatives, significant relationships.</p> <ul style="list-style-type: none"> • <i>Finds</i> them thru inquiry and early/ongoing internet search, records review
Nurtures Honest Dialogue	<p>Consistently models honest and respectful communication.</p> <ul style="list-style-type: none"> • <i>Describes</i> situation honestly • <i>Is clear</i> what is being requested • <i>Facilitates</i> dialogue
INsures Connection & Support	<p>Follows up inquiry and search.</p> <ul style="list-style-type: none"> • <i>Works</i> quickly to establish paternity/connect child to relatives • <i>Conveys</i> importance as team member/source of support



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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

▶ LIFT UP

CONDENSED PRACTICE BEHAVIORS

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



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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*

▶ CONNECT	CONDENSED PRACTICE BEHAVIORS
C aregiver Respect & Resources	<p>Demonstrates respect to caregivers.</p> <ul style="list-style-type: none"> • <i>Candid discussions</i> about rights, role, responsibilities • <i>Includes</i> on family team • <i>Provides</i> resource information
O ptimal Team Environment	<p>Creates environment for open/honest communication.</p> <ul style="list-style-type: none"> • <i>Ensures</i> team planning is informed and timely • <i>Follows through</i> • <i>Admits</i> biases, missteps, mistakes
N atural Supports	<p>Establishes, continuously brings together and supports a child and family team.</p> <ul style="list-style-type: none"> • <i>Includes</i> natural supports and others providing services
N ormalizing Needs	<p>Shows understanding that normal is different for everyone</p> <ul style="list-style-type: none"> • <i>Incorporates family's perspective</i> of their needs and solutions in all casework and documentation
E xplores Team Roles	<p>Explores with team members what roles they can play over time to strengthen child safety and support the family.</p> <ul style="list-style-type: none"> • <i>Helps team adapt</i> to changing roles
C ontinuous Dialogue & Adjustment	<p>Facilitates continuous dialogue with the family/team about how supports and services are working.</p> <ul style="list-style-type: none"> • <i>Makes adjustments</i> based on family/team assessment
T eams Post-Permanency	<p>Emphasizes importance of family's support team beyond time of CWS.</p> <ul style="list-style-type: none"> • <i>Facilitates agreement</i> on post-dependency team member commitments/roles



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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*

▶ CULTURE	CONDENSED PRACTICE BEHAVIORS
Customized Visitation	With family/team continually assesses, arranges and structures culturally appropriate visitation activities.
Using Experiential Coaching	With family/team assesses need for interactive, experiential coaching during visitation to improve parenting skills. <ul style="list-style-type: none"> • <i>Arranges/advocates</i> for when needed
Listening for Loss	Listens consistently to the family's story. <ul style="list-style-type: none"> • <i>Acknowledges</i> and <i>validates</i> feelings of grief/loss • <i>Helps</i> 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. <ul style="list-style-type: none"> • <i>Asks</i> 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. <ul style="list-style-type: none"> • <i>Links to</i> and <i>supports use</i> of these services.



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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.

PERMANENCY
INNOVATIONS
INITIATIVE

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