

## Proposed Continuum of Family Connection Meetings for Oregon Child Welfare Practice

September 5, 2014

	Immediate Family Decision Meeting	Child Safety Meeting (CSM)	Oregon Family Decision Meeting (OFDM)	Family Decision Meetings (FDM)	Youth Decision Meeting
<b>Description</b>	<p>An Immediate Family Decision Meeting is conducted at any point in the life of a case when there is imminent risk of removal or placement has occurred to expand the number of safety service providers for in home safety planning or familial placement options. A supervisor shall attend the meeting.</p> <p><i>Required by Policy, the supervisor must review and approve the decision not to hold a IFDM</i></p>	<p>A Child Safety Meeting is held at the conclusion of a CPS assessment to develop the Ongoing Safety Plan in every open case. This is also the time to re-confirm all commitments with participants around the initial plans, and to discuss whether the ongoing safety plan is the least intrusive means to manage the impending danger threats in the family. The conditions for return are presented if children are placed in substitute care.</p> <p>This meeting should build upon family strengths and further involve extended family and natural supports. The permanency supervisor shall attend the meeting.</p> <p><i>Required by Policy. The supervisor must review and approve the decision not to hold a CSM.</i></p>	<p>An OFDM is held to establish a plan that provides for the safety, attachment and permanency needs of the child. It is a family-focused intervention facilitated by professional staff using a strengths and needs based approach, incorporating the Protective Capacity Assessment to build and strengthen the natural care giving system for the child.</p> <p>Provides an opportunity for family to engage in:</p> <ul style="list-style-type: none"> <li>• Creation of a plan to meet the needs of the children</li> <li>• Assessment of progress toward conditions for return and expected outcomes</li> <li>• Development of a service strategy (Action Agreement)</li> <li>• Identification of a concurrent plan</li> </ul> <p>The Department is required to confirm that a family plan developed at an OFDM is sufficient to ensure the safety, permanence, and well-being of the child. The family plan is incorporated into the case plan.</p> <p>The preferred format for OFDM is Family Group Conference which includes a Facilitator that coordinates the finding of and engaging family, family and other participant preparation, and information sharing. Private family time without professionals for planning is always offered. A supervisor shall attend the meeting or be available during the course of the meeting period and at the conclusion of the meeting to approve the plan.</p> <p><i>OFDM is required by Statute and Policy. The supervisor must review and approve the decision not to hold an OFDM.</i></p>	<p>A Family Decision Meeting is used at critical junctures or at the family's or other participant's request, to monitor case plan, celebrate successes. The intent is to have a family's input in ongoing case planning and decision making. For example, it can be used to address issues related to reunification, a child's special needs, implementation of the concurrent plan, etc.</p> <p>Family Group Conference format with private family time would be considered an appropriate format.</p> <p><i>Required by Policy at critical junctures for case planning, or upon family request.</i></p>	<p>The Youth Decision Meeting is used to develop a written comprehensive transition plan to prepare youth to successfully exit substitute care.</p> <p>Youth are prepared to speak on their own behalf and know it's an opportunity to advise the case worker and substitute service providers about their needs and goals for the future.</p> <p><i>Required by Policy to develop youth transition plans (T1, T2)</i></p>

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<b>ICWA</b>	Tribal Affairs Unit will provide policy/procedure	Tribal Affairs Unit will provide policy/procedure	Tribal Affairs Unit will provide policy/procedure	Tribal Affairs Unit will provide policy/procedure	Tribal Affairs Unit will provide policy/procedure
<b>Facilitation</b>	Facilitated <sup>1</sup> by a professionally trained, non-case carrying Family Meeting Facilitator. Whenever possible, use the same facilitator across continuum of meetings	Facilitated by a professionally trained, non-case carrying Family Meeting Facilitator. Whenever possible, use the same facilitator across continuum of meetings	Facilitated by a professionally trained, non-case carrying Family Meeting Facilitator. Whenever possible, use the same facilitator across continuum of meetings	Facilitator, caseworker. If provided by facilitator, use same facilitator if possible	Facilitator, caseworker, prepared youth when appropriate. If provided by facilitator, use same facilitator if possible
<b>Case Juncture</b>	During CPS Assessment	At completion of CPS assessment (when a case is opened) and used to develop the ongoing safety plan	Developing Child Welfare Case Plan and Concurrent Plan	When critical case planning decisions are needed. Can be used to follow up on the OFDM	14 years of age (when APPLA is the plan) or at age 16, when youth qualify for ILP. Also recommended for former foster youth who are requesting services.
<b>Timing</b>	At the point of imminent risk of removal or when placement has occurred.	30 Days	<i>Must be considered</i> when child has been in placement for 30 days and held if possible before the child has been in substitute care for 60 days, but can be held after 60 days	Timing as needed in the case and at parent's request.	
<b>Participants</b>	Parents, extended family members, an Indian child's tribe, natural supports, CPS case worker, any relevant service providers, parent mentor if available, Foster Care Certifier if applicable, a Supervisor, service providers (for example children's mental health), and the child if appropriate	Parents, extended family members, an Indian child's tribe, safety service providers, parent mentor if available, Protective Services worker, Permanency Supervisor, service providers (for example children's mental health), and the child if appropriate	Parents, grandparents, extended family members, an Indian child's tribe, caseworker, the child if developmentally appropriate, and other participants jointly identified by the parents, legal guardian, Indian custodian of the child, attorneys, CASA, the Department, service providers (for example children's mental health), and the child if appropriate	Parents, caseworker, extended family, an Indian child's tribe natural supports, providers, child if developmentally appropriate, CASA and parent mentor if available, service providers (for example children's mental health), and the child if appropriate	Youth, parents if appropriate, extended family members, an Indian child's, natural supports, case worker, attorney, CASA, ILP provider, and anyone else the child identifies, service providers (for example children's mental health), and the child if appropriate
<b>Finding family components</b>	Extended family and natural supports are identified in interviews with parents and child(ren), and other finding family activities as possible, and engaged in the IFDM.  Family members are considered without bias (ie: ruled-in and not ruled-out based exclusively on agency or criminal history)	Additional family finding activities:  Continued effort is made to find and engage extended family for support and planning <sup>2,3,4</sup>  Comprehensive Data search is commenced as soon as possible.	Additional family finding activities:  The Department conducts and documents reasonable inquiries to promptly locate and notify the parents, grandparents, an Indian child's tribe, and any other family member who has had significant, direct contact with the child in the year prior to the substitute care placement  Other participants in the meeting may include the child, if the child is 12 years of age or older, or it is	Additional family finding activities:  Continuous relative search, including asking if there are other family members or other participants who should be invited to the planning process for the child. If additional persons are identified, then the parents	Additional family finding activities:  Review and renew relative search, including case mining activities, mobility mapping, and status review of youth's parents. Continue asking the youth if there

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	<p>Family members who may not be able to be a safety service provider are considered for other avenues of connection</p> <p>Active outreach to those identified is provided with a phone call or in person</p> <p>Routinely ask parents, family members, and other participants who else should be invited to the meeting. If additional persons are identified by someone other than the parent, then the parents should be notified and their support for participation solicited.</p>	<p>Worker begins Relative Search within 30 days of case opening.</p> <p>Routinely ask parents, family members, and other participants who else should be invited to the meeting. If additional persons are identified by someone other than the parent, then the parents should be notified and their support for participation solicited.</p>	<p>otherwise appropriate to include the child, other professionals, foster parents, neighbors, and friends of the family as appropriate</p> <p>Notification occurs in a timely way to prepare family</p> <p>Routinely ask parents, family members, and other participants who else should be invited to the meeting. If additional persons are identified by someone other than the parent, then the parents should be notified and their support for participation solicited.</p>	<p>should be notified and prepared</p> <p>Routinely ask parents, family members, and other participants who else should be invited to the meeting. If additional persons are identified by someone other than the parent, then the parents should be notified and their support for participation solicited.</p>	<p>are other family members or participants who they would like invited to the planning meeting</p> <p>Routinely ask parents, family members, and other participants who else should be invited to the meeting. If additional persons are identified by someone other than the parent, then the parents should be notified and their support for participation solicited.</p>
<b>Family Engagement</b>	<p>Engage parents in identifying relatives and natural supports that can assist them in meeting the safety needs of their child(ren).</p> <p>Partner with parents to understand that the meeting is for support and problem solving</p> <p>Provide an early opportunity to identify parent and familial strengths and resources that can increase child safety</p> <p>Use culturally responsive (e.g. Tribal best practice) and trauma informed engagement strategies</p> <p>Create a meeting structure. Begin by asking parent, family and child (when appropriate) to give input first, and conclude with preparation for “what’s</p>	<p>Additional engagement activities:</p> <p>Engage and prepare children/youth, parents and family and safety service providers for a collaborative discussion regarding the child’s safety needs</p> <p>Consult with Parents as to which support people they feel should be present</p> <p>Use culturally responsive (e.g. Tribal best practice) and trauma informed engagement strategies</p> <p>Create a meeting structure. Begin by asking parent, family and child (when appropriate) to give input first, and conclude with preparation for “what’s</p>	<p>Additional engagement activities:</p> <p>Engagement through preparing parents, child(ren)/youth and relatives for the meeting through identifying family strengths, child’s needs, natural supports, relevant community resources, and discuss family’s ideas, proposed solutions and preferences in planning.<sup>5</sup></p> <p>Engagement of relatives and natural supports for ongoing role of connection and support of the child beyond the role of a placement resource or safety service provider</p> <p>Routinely ask parents, family members, and other participants who else should be invited to the meeting. If additional persons are identified by someone other than the parent, then the parents should be notified and their support for participation solicited.</p> <p>Family determines date, time, location, and language in which the meeting will be conducted.</p>	<p>Additional engagement activities:</p> <p>Engage the family by preparing members in advance for FDMs. Assure participants are clear regarding purpose, decisions to be made, and the anticipated results of the meeting.</p> <p>Provide an opportunity for the family to continue to identify and build on family strengths</p> <p>Use culturally responsive (e.g. Tribal best practice) and trauma informed engagement strategies</p> <p>Create a meeting structure.</p>	<p>Additional engagement activities:</p> <p>Engage relatives and natural supports for ongoing role of connection and support of the child beyond the role of a placement resource or safety service provider and post child welfare involvement</p> <p>Use culturally responsive (e.g. Tribal best practice) and trauma informed engagement strategies</p> <p>Create a meeting structure. Begin by</p>

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	next.”	next.”	Use culturally responsive (e.g. Tribal best practice) and trauma informed engagement strategies  Create a meeting structure. Begin by asking parent, family and child (when appropriate) to give input first, and conclude with preparation for “what’s next.”	Begin by asking parent, family and child (when appropriate) to give input first, and conclude with preparation for “what’s next.”	asking parent, family and child (when appropriate) to give input first, and conclude with preparation for “what’s next.”
<b>Statutory Authority, Policy, Procedure</b>	OAR 413-070-0069 Responsibilities to Identify Relatives and Persons with a Caregiver Relationship	OAR 413-015-0450 (2) (a) Develop an Ongoing Safety Plan  Procedure Manual: Chapter II.13 – Child Safety Meeting Chapter III.6 – Conduct Family Meetings	ORS 417.365 to 417.375. The role of OFDM  OAR 417.375(1) OAR 413-040-0008 - Requirements for a Family Decision-making Meeting  Procedure Manual: Chapter III.6 – Conduct Family Meetings	OAR 413-040-0008 Requirements for a Family Decision-making Meeting  Procedure Manual: Chapter III.6 Conduct Family Meetings	OAR 413-030-0445 (3) Development of the Comprehensive Transition Plan  Procedure Manual: Chapter IV.29, page 3 – Youth Transitions
<b>Research Findings &amp; Practice</b>	<b>North Carolina Model: Team Decision-making</b> <sup>6</sup> <ul style="list-style-type: none"> <li>Held prior to placement in foster care, placement disruptions, reunification, or any other time there is a critical decision to be made</li> <li>Goal is to make immediate decision regarding child’s placement</li> <li>Convened by caseworker but conducted by trained agency facilitator not involved with case</li> </ul> <b>‘Ohana Model</b> <sup>7</sup> <ul style="list-style-type: none"> <li>“Immediate family meeting” held at point of family’s first encounter with DHS in which removal and placement are considered</li> <li>Occur within 24-72 hours of the launch of an investigation</li> <li>Goal is to prevent placement or</li> </ul>		<b>North Carolina Model: FGC</b> <sup>10</sup> <ul style="list-style-type: none"> <li>Held when family problems lead to crisis (e.g., prior to out-of-home placement)</li> <li>Goal is to make decisions regarding plan to stabilize current crisis with support from professionals</li> <li>Facilitated by impartial person with no direct connection to case</li> </ul> <b>‘Ohana Model: FGC</b> <sup>11</sup> <ul style="list-style-type: none"> <li>FGC conducted by trained EPIC ‘Ohana Facilitator</li> <li>Modeled after New Zealand model and includes family private time</li> </ul> <b>Texas Model: FGC:</b> <sup>12</sup> <ul style="list-style-type: none"> <li>Typically held within 30-45 days of removal</li> <li>Goal is to address service planning and address child’s safety, well-being and permanency</li> <li>Family private time allows families to plan and make decisions</li> <li>Outcomes: Reduced foster care placements,</li> </ul>	<b>Research Finding: Follow-up</b> <sup>16</sup> Additional follow-up, subsequent conferences or long-term involvement is required in order to sustain the benefits of FGD/FGDM over time. <b>Research Finding: Monitoring the plan</b> <sup>17</sup> <ul style="list-style-type: none"> <li>Families could have post-FGC follow-up meetings to review progress on their plan developed at the conference.</li> <li>Follow-up meetings with the FGC coordinator occurred for 39% of families. If they did not occur, it was primarily because the caseworker</li> </ul>	<b>Research finding: My Life</b> , a year-long self-determination intervention for foster youth age 16-17 in special education (in Multnomah, Washington, and Clackamas counties) included weekly one-on-one coaching for youth to self-identify goals and to carry out a youth-led transition planning meeting (Powers et al., 2012). At the end of the year, youth in <i>My Life</i> had increased self-determination, youth-identified

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	<p>find a relative placement</p> <ul style="list-style-type: none"> <li>Family finding starts as quickly as possible after investigation starts</li> </ul> <p>Expedited 'Ohana Conference</p> <ul style="list-style-type: none"> <li>(FGC) scheduled and held within 30 days</li> <li>Immediate meeting and conference both convened and facilitated by someone on a "Dispatch Team" (available 24 hrs/day, 7 days/week) from EPIC 'Ohana (non-profit)</li> <li>Resulted in fewer removals, shorter foster care stays, faster reunifications, less non-relative foster care ***</li> </ul> <p><b>Texas Model: Family Team Meeting</b><sup>8</sup></p> <ul style="list-style-type: none"> <li>Held when removal is imminent or family is receiving in-home services</li> <li>Quickly scheduled</li> <li>Provide quick, family-involved response to concerns about child safety or placement</li> <li>Independent trained facilitators (internal) coordinate and facilitate meeting with oversight from Regional FGDM Specialists</li> </ul> <p><b>Research Finding: Family Team Mtgs</b><sup>9</sup></p> <p>Children who had an expedited Family Team Meeting within 72 hours of removal exited care more rapidly, and were reunified with parents or living with other relatives to a greater degree, than children who did not have a FTM.</p>		<p>increased relative placements, faster reunification, some improved child well-being<sup>13, 14</sup></p> <ul style="list-style-type: none"> <li>Results more pronounced for African American and Hispanic/Latino families</li> </ul> <p><b>Research Finding: FGC</b><sup>15</sup></p> <p>Families who participated in a Family Group Conference (after removal) were more likely to experience family reunification than adoption</p>	<p>did not see a need for them.</p> <ul style="list-style-type: none"> <li>Plans were often revised during follow-up meetings.</li> </ul>	<p>accomplishments, quality of life, youth involvement in transition planning, use of transition services, and engagement in key independent living activities, compared to control group youth receiving normal ILP services. Almost all of these increases were maintained at follow-up one year later, when 57% of these youth had exited care.<sup>21</sup></p>