

SOP DEEP DIVE MODULE 1

THINGS TO TRY: RESOURCE AND ADOPTION

Challenge yourself by choosing one of the ideas below and TRY IT ON. Consider sharing your chosen activity and outcome with your supervisor, field instructor, or deep dive leader.

THREE-COLUMN MAP

Think about a resource family or child that you work with and try one of the ideas listed below:

- Jot down a quick list of things that are working well for the resource family or child, and begin your next home visit by highlighting the family's or child's strengths.
- During your next home visit, ask the resource family or child to share two things that they are worried about. Remind them that their worries are important to the agency and we want to partner in success with them.
- Together with the resource family or child, create two actionable items that need to happen next.

SAFETY SCALE

- As you are conducting a home visit with a child on your caseload, pause and ask them, "On a scale of 0 (unsafe) to 10 (very safe), how safe do you feel about returning home, or how safe do you feel in your resource home?"
- Immediately follow up by asking what would make them feel safe enough to move the number up by one.
- Consider posing a similar question to the resource parents: "On a scale of 0 (unsafe) to 10 (very safe), how safe do you feel [child's name] would be if they were to return home today?" or "On a scale of 0 to 10, how safe do you feel the other children are in your home given [child's name's] angry outbursts."

LABELS MATTER

In this reflective exercise make a mental or physical note of every label you or your coworkers attach to the resource families or children we work with, such as "crazy foster parent" or "runaway teenager." Next, consider the impact the label could have on the family's level of success. Do you notice any biases?

CAREGIVER + BEHAVIOR + IMPACT ON CHILD

Thinking about three resource families or children on your workload, can you summarize the resource families' or child's behavior and impact on the child or other children in the home? How helpful can sharing this information be?

APPRECIATIVE INQUIRY

- The next time a resource parent contacts you about having a difficult day, ask them to share something positive that happened that day or something that happened recently that makes them proud, or something that they feel like went well. Share your appreciation for all they are doing to make the placement successful.
- Ask your co-worker what work challenges they have recently overcome? Remind your coworker of your appreciation for them. In return, consider telling them about something challenging that you have overcome.

SOLUTION-FOCUSED QUESTIONS

Try one of the following solution-focused questions the next time you engage with a family on your caseload.

- **Exception:** "Can you tell me about a time that you didn't feel like life was chaotic or things were controllable? Tell me what was going on."
- **Position:** "What would the foster child say is their favorite thing about your home?"
- **Scaling:** "On a scale of 1 to 10, how confident are you about the circle of support that we've developed together?" "How likely are you to call on your support network?"
- **Coping:** "I can imagine how frustrating this can be. Can you tell me what you do to calm down when you need a break?" "How do you practice self-care when you are at your breaking point?"
- **Preferred-Future:** "Describe what you want your family to look like in three months." "With all children remaining in your home, what would a preferred week look like?"