

DEEP DIVE MODULE 7: BEHAVIOR-BASED, COLLABORATIVE FAMILY CASE PLANS

1



2

WELCOME AND INTRODUCTIONS

3



REVIEW AND REFLECT

- What have you tried from the last module?
- What worked well? What were the challenges?
- How did you handle those challenges?

EVIDENT
CHANGE

4

SHARED AGREEMENTS

EVIDENT
CHANGE

5

WORKSHOP WARM-UP

Family engagement and network involvement in family case planning



EVIDENT
CHANGE

6



IMMEDIATE SAFETY PLANNING


Reminder: Immediate safety planning is replacing the Arkansas Division of Children and Family Services (DCFS) protection plan effective June 1, 2022.

EVIDENT CHANGE

7

DCFS AS FACILITATOR?




- Do you see yourself as a facilitator of change?
- How does your role support a family's behavioral change process over time?



EVIDENT CHANGE

8

FAMILY CASE PLANNING FRAMEWORK

 <p>Information Gathering</p>	 <p>Prioritization</p>	 <p>Planning</p>
<p>Good use of questions, observations, and scaling with family and network members</p>	<ul style="list-style-type: none"> • Linked to impact on safety, permanency, and well-being • Linked to agency bottom lines <i>and</i> family preferences 	<ul style="list-style-type: none"> • Desired outcomes • Actions • Informal and formal resources • Use of network

9



FAMILY TEAM MEETING (FTM) MODEL

1. Do pre-meeting planning and preparation
2. Convene the network meeting
3. Update and monitor the plan
4. At next meeting, pick up where you left off
5. Repeat as necessary until case closure

10

FAMILY CASE PLANNING WITH THE NETWORK

EVIDENT CHANGE

11

INVOLVE THE FAMILY AND NETWORK


People support what they have had a hand in creating.

—Margaret Wheatley

EVIDENT CHANGE



12



PRACTICE ACTIVITY

Discuss your group's responses to the following questions.

- Why are natural supports so important?
- What role do natural supports play in supporting safety, permanency, or well-being for children?

EVIDENT CHANGE

13

FROM SERVICE- TO BEHAVIOR-FOCUSED PLANS

Services and safety are not the same; service compliance and behavioral change are not the same. You must describe the expected **behavior change** as a result of any service participation.



EVIDENT CHANGE

14

CREATING BEHAVIOR-BASED FAMILY CASE PLANS

HOW CAN YOU INVOLVE THE FAMILY IN THE FOLLOWING?

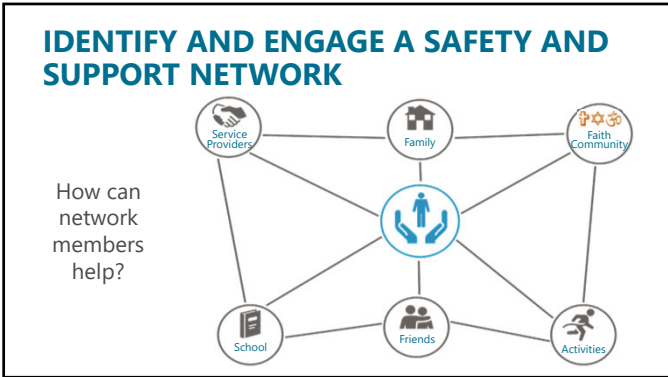
 Goal statements	 Action steps
 Safety and support network	 Resources/ services

EVIDENT CHANGE

15







16



17

FAMILY CASE PLANNING NETWORK MEMBER REQUIREMENTS

-  A person the child/family cares about
-  Cares about child/family and their physical/psychological safety
-  Understands challenges to safety and well-being
-  Able to help meet safety and well-being need in some way

EVIDENT CHANGE

18

ORIENTING THE NETWORK

Network members sometimes need help shifting roles and keeping conversations focused on future child safety. *Setting the stage* and forming *group agreements* before you start a meeting can help with addressing this before it gets too difficult.



Why?



What?



How?

EVIDENT
CHANGE

19

WHOSE NETWORK IS IT?

Ultimately, this network has to “own” and implement its own solutions. Keep coming back to safety. **Ask:** “How will we all know the child is safe?”



EVIDENT
CHANGE

20

BALANCED ASSESSMENT OF UNDERLYING NEEDS

- What are we worried about?
- What is working well?
- What needs to happen next?

Moving from “assessment of” to “assessment with”

EVIDENT
CHANGE


21

LINKING WORRY STATEMENTS TO GOAL STATEMENTS

Worry Statements

↓

Goal Statements



EVIDENT CHANGE

22

WORRY AND GOAL STATEMENTS

Worry Statements
Simple behavioral statements of the specific worry we have concerning the child **now and in the future**

Child may be Impacted how? if/when Context


Goal Statements
Clear, simple statements about what the caregiver will **do** that will convince everyone the child is safe now and into the future

Child What will be done differently To address the safety threat


23

PRACTICE ACTIVITY

In groups, write a worry statement and goal statement on chart paper.



24



BEHAVIORAL FAMILY CASE PLAN EXAMPLE

- Sample family case plan
- What stands out to you?

EVIDENT CHANGE

25

TURN GOAL STATEMENTS INTO BEHAVIORS



Agree on key behavioral changes



Paint a word picture of the presence of each behavior




Consider how the behavior can be practiced and observed


EVIDENT CHANGE

26


THE SMART FORMULA




Specific




Measurable



Achievable



Relevant



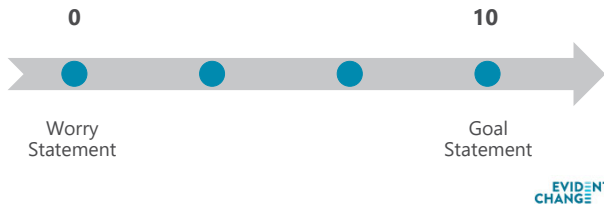
Time-Limited

EVIDENT CHANGE

27

TURN GOAL STATEMENTS INTO BEHAVIORS

Where are things when the child is with the caregiver?



28

PRACTICE ACTIVITY

1. Get into pairs.
2. Rewrite the following service objective as a behavior-based objective instead.
3. Be prepared to report out and have a large group debrief.

Service Objective: "Mrs. Walker will attend weekly therapy at XYZ agency and follow all recommendations."

EVIDENT CHANGE

29

DESIGN ACTIVITIES AND SERVICES

- What activities or actions can help establish and sustain new behavior?
- Are they formal or informal?
- How can the safety and support network help?



EVIDENT CHANGE

30



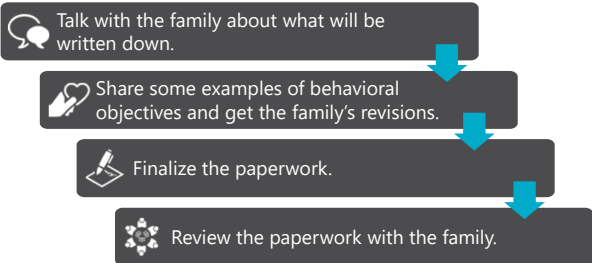
SHARE AND REFINE

What exact steps will take us from the worry statement to the goal statement?

EVIDENT CHANGE

31

DOCUMENT THE PLAN



1. Talk with the family about what will be written down.
2. Share some examples of behavioral objectives and get the family's revisions.
3. Finalize the paperwork.
4. Review the paperwork with the family.

32



Family Case Planning Consultation Practice

33

BUILD SUSTAINABILITY

A benefit of Safety-Organized Practice (SOP) for both the family and DCFS is building sustainability for the family through use of family networks.

- Families like the idea of not having DCFS in their lives again.
- DCFS benefits from not having repeat investigations and open cases on the same family repeatedly.
- Work smarter, even when it seems harder, because the long-term benefits are worth the effort.

EVIDENT
CHANGE

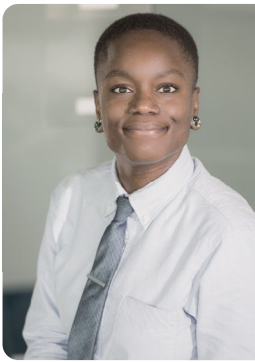
34

AFTERCARE PLANS HELP REDUCE RECIDIVISM



35

TRY IT ON




Choose *one* family you work with and collaboratively create their family case plan. Include network members in the process.

36

CHECK OUT THE THINGS TO TRY



37



WHAT IS NEXT

- Upcoming trainings
- Other resources

EVIDENT CHANGE

38

+ What was most helpful?

△ What could be upgraded for next time?

39

REFERENCES

Doran, G. T. (1981). *There's a S.M.A.R.T. way to write management's goals and objectives*. *Management Review*, 70(11), 35.
<https://community.mis.temple.edu/mis0855002fall2015/files/2015/10/S.M.A.R.T-Way-Management-Review.pdf>

Farmer, E., & Owen, M. (1995). *Child protection practice: Private risk and public remedies—Decision making, intervention and outcomes*. Protection Work HMSO.



40

THANK YOU & QUESTIONS

EvidentChange.org
800-306-6223
Info@EvidentChange.org



41
