

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
L istens with Openness	Approaches all interactions with families, communities and Tribes with openness. <ul style="list-style-type: none">• <i>Listens</i>• <i>Asks</i> global questions• <i>Uses</i> understandable language
E xplores Relationships	Uses tools to explore family relationships, natural supports and safety issues. <ul style="list-style-type: none">• <i>Explores</i> with children worries, wishes, where they feel safe and want to live
A ctively Finds Connections	Seeks information about non-custodial parents, relatives, significant relationships. <ul style="list-style-type: none">• <i>Finds</i> them thru inquiry and early/ongoing internet search, records review
N urtures Honest Dialogue	Consistently models honest and respectful communication. <ul style="list-style-type: none">• <i>Describes</i> situation honestly• <i>Is clear</i> what is being requested• <i>Facilitates</i> dialogue
I nsures Connection & Support	Follows up inquiry and search. <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



The Child and Family Practice Model

The Child and Family Practice Model was developed as part of a five-year federally funded project to reduce long-term foster care. To learn more, visit www.reducefostercarenow.org or contact CFPMinfo@cfpic.org. The contents of this document are solely the responsibility of the authors and do not necessarily represent the official views of the Children’s Bureau, who funded the CAPP/CFPM Project under Cooperative Agreement 90CT0153.



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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 <ul style="list-style-type: none">• <i>Links</i> family to advocate• <i>Coordinates</i> with advocates
Interactions are Affirming	In all interactions, affirms unique strengths, life experience and self-identified goals of family. <ul style="list-style-type: none">• <i>Honors</i> culture• <i>Explores</i> solutions• <i>Assures</i> needed support
Facilitates Sharing	Facilitates sharing of important information about child and coordinates communication among all parties. <ul style="list-style-type: none">• <i>Explores/nurtures</i> mentoring relationship
Team Solutions	Facilitates appropriate family supports and services. <ul style="list-style-type: none">• <i>Encourages learning</i> from cultural leaders• <i>Shares</i> agency programs• <i>Facilitates</i> team solutions
Uses Cultural Lens	Gathers and applies all relevant information to child/family safety and well-being. <ul style="list-style-type: none">• <i>Uses</i> family's cultural lens• <i>Engages</i> team around supporting child
Promotes Speaking Out	Promotes Self-Advocacy. <ul style="list-style-type: none">• <i>Encourages and supports</i> 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	Demonstrates respect to caregivers. <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	Creates environment for open/honest communication. <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	Establishes, continuously brings together and supports a child and family team. <ul style="list-style-type: none">• <i>Includes</i> natural supports and others providing services
N ormalizing Needs	Shows understanding that normal is different for everyone <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	Explores with team members what roles they can play over time to strengthen child safety and support the family. <ul style="list-style-type: none">• <i>Helps team adapt</i> to changing roles
C ontinuous Dialogue & Adjustment	Facilitates continuous dialogue with the family/team about how supports and services are working. <ul style="list-style-type: none">• <i>Makes adjustments</i> based on family/team assessment
T eams Post-Permanency	Emphasizes importance of family’s support team beyond time of CWS. <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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