Practice Behaviors, Core Elements and Front Line Practices
Greetings,

The flash cards on the following pages were created as a resource to reinforce the core elements and behaviors of our Practice Model.

They are intended as an easy reference to support interactions with families that LEAN IN, LIFT UP and CONNECT to CULTURE!
LEAN — Listens with Openness

CORE ELEMENTS . . . . . . . Inquiry & Engagement
FRONT-LINE PRACTICES . . . . . Exploration & Engagement
— Listens with Openness

Approaches all interactions with families, communities and tribes with openness.

- Listens
- Asks global questions
- Uses understandable language
LEAN

— Explores Relationships

CORE ELEMENTS . . . . . . . . Inquiry & Engagement
FRONT-LINE PRACTICES . . . . . Exploration & Engagement
E — Explores Relationships

Uses tools to explore family relationships, natural supports and safety issues.

- Explores with children worries, wishes, where they feel safe and want to live
LEAN - Actively Finds Connections

CORE ELEMENTS . . . . . . Inquiry & Engagement
FRONT-LINE PRACTICES . . . . . Exploration & Engagement
— Actively Finds Connections

Seeks information about non-custodial parents, relatives, significant relationships.

- Finds them thru inquiry and early/ongoing internet search, records review
LEAN
— Nurtures Honest Dialogue

CORE ELEMENTS . . . . . . Inquiry & Engagement
FRONT-LINE PRACTICES . . . . Exploration & Engagement
Consistently models honest and respectful communication.

- Describes situation honestly
- Is clear what is being requested
- Facilitates dialogue

N — Nurtures Honest Dialogue
LEAN — INsures Connection & Support

CORE ELEMENTS . . . . . . . Inquiry & Engagement
FRONT-LINE PRACTICES . . . . . Exploration & Engagement
Follows up inquiry and search.

- Words quickly to establish paternity/connect child to relatives
- Conveys importance as team member/source of support

IN — INsures Connection & Support
LIFTUP

CORE ELEMENTS . . . . . . . . Self Advocacy & Advocacy
FRONT-LINE PRACTICES . . . . . Power of Family

— Links Family
Asks initially and throughout the family’s involvement if they would like a support or peer advocate.

- Links family to advocates
- Coordinates with advocates
— Interactions are Affirming

CORE ELEMENTS . . . . . . . . . Self Advocacy & Advocacy
FRONT-LINE PRACTICES . . . . . Power of Family
Interactions are Affirming

In all interactions, affirms unique strengths, life experience and self-identified goals of family.

- Honors culture
- Explores solutions
- Assures needed support
IFU - Facilitates Sharing

CORE ELEMENTS . . . . . . . Self Advocacy & Advocacy
FRONT-LINE PRACTICES . . . . . Power of Family
F — Facilitates Sharing

Facilitates sharing of important information about child and coordinates communication among all parties.

- Explores/nurtures mentoring relationship
LIFTUP — Team Solutions

CORE ELEMENTS . . . . . . Self Advocacy & Advocacy
FRONT-LINE PRACTICES . . . . . . Power of Family
Facilitates appropriate family supports and services.

- Encourages learning from cultural leaders
- Shares agency programs
- Facilitates team solutions

T — Team Solutions
LIFTPUP — Uses Cultural Lens

CORE ELEMENTS . . . . . . Self Advocacy & Advocacy
FRONT-LINE PRACTICES . . . . . . Power of Family
Gathers and applies all relevant information to child/family safety and well-being.

- Uses family’s cultural lens
- Engages team around supporting child

U — Uses Cultural Lens
LI F T U - Promotes Speaking Out

CORE ELEMENTS . . . . . . . Self Advocacy & Advocacy
FRONT-LINE PRACTICES . . . . . . Power of Family
Promotes Self-Advocacy.

- Encourages and supports active youth/family voice and leadership in assessing, finding solutions, planning and decisions.
— Caregiver Respect & Resources

CORE ELEMENTS . . . . . . . Teaming & Shared Commitment and Accountability
FRONT-LINE PRACTICES . . . . . Circle of Support
C — Caregiver Respect & Resources

Demonstrates respect to caregivers.

- Candid discussions about rights, role, responsibilities
- Includes on family team
- Provides resource information
CORE ELEMENTS . . . . . . . . . Teaming & Shared Commitment and Accountability
FRONT-LINE PRACTICES . . . . . . . Circle of Support

— Optimal Team Environment
0 — Optimal Team Environment

Creates environment for open/honest communication.

- Ensures team planning is informed and timely
- Follows through
- Admits biases, missteps, mistakes
— Natural Supports

CORE ELEMENTS . . . . . . Teaming & Shared Commitment and Accountability
FRONT-LINE PRACTICES . . . . . Circle of Support
N — Natural Supports

Establishes, continuously brings together and supports a child and family team.

- Includes natural supports and others providing services
CONNECT

— Normalizing Needs

CORE ELEMENTS . . . . . . . . Teaming & Shared Commitment and Accountability
FRONT-LINE PRACTICES . . . . . . Circle of Support
Shows understanding that normal is different for everyone.

- Incorporates family’s perspective of their needs and solutions in all casework and documentation
CONNEC T

— Explores Team Roles

CORE ELEMENTS . . . . . . . . . . . . . Teaming & Shared Commitment and Accountability
FRONT-LINE PRACTICES . . . . . . . . . . . Circle of Support
Explores with Team members what roles they can play over time to strengthen child safety and support the family.

- Helps team adapt to changing roles
CONNECT

— Continuous Dialogue & Adjustments

CORE ELEMENTS . . . . . . . . . Teaming & Shared Commitment and Accountability
FRONT-LINE PRACTICES . . . . . . Circle of Support
Facilitates continuous dialogue with the family/team about how supports and services are working.

- Makes adjustments based on family/team assessment
CONNECT — Teams Post-Permanency

CORE ELEMENTS . . . . . . . . . . . Teaming & Shared Commitment and Accountability
FRONT-LINE PRACTICES . . . . . . Circle of Support
Emphasizes importance of family’s support team beyond time of CWS.

- Facilitates agreement on post-dependency team member commitments/roles
C — Customized Visitation

CORE ELEMENTS . . . . . . . . . . Well-Being Partnerships Safety, Recovery & Well-Being
FRONT-LINE PRACTICES . . . . . . Healing Trauma
C — Customized Visitation

With family/team continually assesses, arranges and structures culturally appropriate visitation activities.
CULTURE — Using Experiential Coaching

CORE ELEMENTS . . . . . . . . . Well-Being Partnerships Safety, Recovery & Well-Being
FRONT-LINE PRACTICES . . . . . . Healing Trauma
U  — Using Experiential Coaching

With family/team assesses need for interactive, experiential coaching during visitation to improve parenting skills.

- Arranges/advocates for when needed
— Listening for Loss

CORE ELEMENTS . . . . . . . Well-Being Partnerships Safety, Recovery & Well-Being
FRONT-LINE PRACTICES . . . . . . . Healing Trauma
L — Listening for Loss

Listens consistently to the family’s story.

- Acknowledges and validates feelings of grief/loss
- Helps family explore history, impacts, who can help address
CORE ELEMENTS . . . . . . Well-Being Partnerships Safety, Recovery & Well-Being

FRONT-LINE PRACTICES . . . . . Healing Trauma

— Tailoring Supports to
— Underlying Needs

CULTURE
Explores, connects and advocates for a broad array of services to assist with loss, grief, healing and recovery.

- Asks family who/what is helping or could help

T — Tailoring Supports to
U — Underlying Needs
Creates shared agreement on the culturally sensitive services to address safety, well-being and family needs.

- Links to and supports use of these services
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