

ENGAGING

CORE PRACTICE STRATEGY

Creating positive rapport and effective working relationships with children/youth and families to bring them in as full partners in case planning and goal accomplishment.

▶ ENGAGING	CONDENSED PRACTICE BEHAVIORS
Listens with Openness	<p>Approaches all interactions with families, communities and Tribes with openness.</p> <ul style="list-style-type: none">• <i>Listens</i>• <i>Asks</i> global questions• <i>Uses</i> understandable language
Nurtures Honest Dialogue	<p>Consistently models honest and respectful communication.</p> <ul style="list-style-type: none">• <i>Describes</i> situation honestly• <i>Is clear</i> about what is being requested• <i>Facilitates</i> dialogue
Actively Finds Connections	<p>Seeks information about non-custodial parents, relatives, significant relationships.</p> <ul style="list-style-type: none">• <i>Finds</i> them thru inquiry and early/ ongoing internet search, records review
Explores Relationships	<p>Uses tools to explore family relationships, natural supports and safety issues.</p> <ul style="list-style-type: none">• <i>Explores</i> with children worries, wishes, where they feel safe and want to live
Ensures Connection & Support	<p>Follows up inquiry and search.</p> <ul style="list-style-type: none">• <i>Works quickly</i> to establish paternity/connect child to relatives• <i>Conveys importance</i> as team member/source of support

TEAMING

CORE PRACTICE STRATEGY

Through teaming the family, social worker, clinician and other team members work together in planning, coordinating and decision-making.

▶ TEAMING	CONDENSED PRACTICE BEHAVIORS
Natural Supports	<p>Establishes, continuously brings together and supports a child and family team.</p> <ul style="list-style-type: none">• <i>Includes</i> natural supports and others providing services
Interactions are Affirming	<p>In all interactions, affirms unique strengths, life experience and self-identified goals of family.</p> <ul style="list-style-type: none">• <i>Honors</i> culture• <i>Explores</i> solutions• <i>Assures</i> needed support
Links Family	<p>Asks initially and throughout the family’s involvement if they would like a support or peer advocate.</p> <ul style="list-style-type: none">• <i>Links</i> family to advocates• <i>Coordinates</i> with advocates
Caregiver Respect & Resources	<p>Demonstrates respect to caregivers.</p> <ul style="list-style-type: none">• <i>Candid</i> discussions about rights, role, responsibilities• <i>Includes</i> caregivers on family team• <i>Provides</i> resource information
Facilitates Sharing	<p>Facilitates sharing of important information about child and coordinates communication among all parties.</p> <ul style="list-style-type: none">• <i>Explores/nurtures</i> mentoring relationship

ASSESSMENT

CORE PRACTICE STRATEGY

Working with the child/youth and family to identify the strengths, underlying needs, skills, protective capacities and the trauma the family may have experienced.

▶ ASSESSMENT	CONDENSED PRACTICE BEHAVIORS
Promotes Speaking Out	<p>Promotes Self-Advocacy.</p> <ul style="list-style-type: none">• <i>Encourages</i> and supports active youth/family voice and leadership in assessing, finding solutions, planning and decisions
Listens for Loss	<p>Listens consistently to the family’s story.</p> <ul style="list-style-type: none">• <i>Acknowledges and validates</i> feelings of grief/loss• <i>Helps</i> family explore history, impacts, who can help address
Uses Cultural Lens	<p>Gathers and applies all relevant information to child/family safety and well-being.</p> <ul style="list-style-type: none">• <i>Uses</i> family’s cultural lens• <i>Engages</i> team around supporting child
Experiential Coaching	<p>With family/team assesses need for interactive, experiential coaching during visitation to improve parenting skills.</p> <ul style="list-style-type: none">• <i>Arranges/advocates</i> for when needed
Normalizes Needs	<p>Shows understanding that normal is different for everyone.</p> <ul style="list-style-type: none">• <i>Incorporates family’s perspective</i> of their needs and solutions in all casework and documentation

PLANNING/INTERVENTION

CORE PRACTICE STRATEGY

Tailoring plans to build on strengths and protective capacities in order to meet individual needs for each child and family.

▶ PLANNING/ INTERVENTION	CONDENSED PRACTICE BEHAVIORS
Tailors 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
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
Customized Visitation	With family/team continually assesses, arranges, structures culturally appropriate visitation activities.
Optimal Team Environment	Creates environment for open/honest communication. <ul style="list-style-type: none">• <i>Ensures</i> team planning is informed/timely• <i>Follows through</i>• <i>Admits</i> bias, missteps, mistakes
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</i> to and <i>supports use</i> of these services

TRACKING/ADAPTING/TRANSITIONING

CORE PRACTICE STRATEGY

Evaluating the effectiveness of the plan; adapting to challenges; celebrating success and organizing aftercare supports.

▶ TRACKING/ADAPTING TRANSITIONING	CONDENSED PRACTICE BEHAVIORS
Explores 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
Continuous 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
Team's 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

The 23 Practice Behaviors in the Shared Core Practice Model were co-created with CAPP Community and Tribal Partners in Fresno, Humboldt, Los Angeles (Pomona, Torrance and Wateridge Offices) and Santa Clara Counties. Their voices continue to be clear and effective reminders of what is most important in our everyday interactions with children and families.

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