Evidence Based Team Conferences: Planning and Facilitating Remote Family and Community Teaming Conferences - Part 1 & 2

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With Joyfields Institute

Virtual Team/Family Meetings

Please use the CHAT BOX to Share:
1. Share your name, agency and role
2. One way you have kept groups connected since COVID-19 (work group, family groups)
3. ON A SCALE OF 1 to 5: Your experience with Virtual Family Team Meetings

Agenda

- Welcome and Introductions
- Family Team Meetings; Positive EBP Outcomes
- Values, Beliefs, and Benefits of Family Team Meetings
- Key Components of Virtual Family Team Meetings
What is Virtual Family team Meeting

Any connections with 2 or more family members using a remote means to connect and communicate.

What have you been using for the past 30+ years.

Benefits of Family Team Meetings – In person and or remote: Rooms 10 minutes

What do you believe are likely benefits:

What positive outcomes have you observed?

You Have Resources
My Family and Friends

Has anyone in your immediate and/or extended family ever:

- Had a teenager that was unruly or participating in unsafe activities?
- Done a little overboard disciplining their children, especially in public?
- Left a child in the car while going into the corner store?
- Had a younger child with an unexplainable bruise or injury?
- Spent too much $ gambling?
- Had difficulty parenting their child?
- Been overwhelmed with trying to take care of their children?

Bean Exercise Questions

Has anyone in your immediate and/or extended family ever:

- Had a couple drinks and driven home with children in the car?
- Frequently consumed alcohol or used drugs?
- Had an adult or aging family member who required assisted living arrangements?
- Had a relative who has lived in a home with domestic violence?
- Had mental health issues?
- Been incarcerated?

History of Family Group Decision Making

Video: https://www.youtube.com/watch?v=Hfc7s9GzOoY

- Stems from the Maori Tribe
- PUAO-TE-ATA-TU [DAY BREAK]
- 1989 Children, Young Persons, and their Family Act
- Spread to Australia, Great Britain, Ireland, Canada, and U.S.A.
- CHAT/Unmute: Please share:

At my agency currently we are...
Video Review

As you observe the video, observe what is similar and what is different than traditional practice.

https://www.youtube.com/watch?v=P8Zc8QUiV

Rooms 10 minutes: Identify what you observed that is different than traditional social services practice. Please assign a reporter

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The Practice of FGDM vs. Traditional Practice

**FGDM**
- Family meeting
- Process is voluntary
- Families are broadly defined
- More family representatives
- Meeting is held in the community
- Meeting begins with strengths

**Traditional Practice**
- Agency meeting
- Families are mandated
- Families are narrowly defined
- More agency representatives
- Meeting is held in the agency
- Meeting is problem-focused

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The Practice of FGDM vs. Traditional Practice

**FGDM**
- Private Family Time
- Family members are the experts
- Family creates the plan
- Family is responsible for follow-through

**Traditional Practice**
- Agency representatives present for entire meeting
- Agency representatives are the experts
- Agency representative creates the plan
- Agency monitors family compliance with the plan
Unique Features of Strength-Based Team Meetings

- Emphasis is on strengths
- Strengths are the tools to solve concerns
- Communicating in a language of concerns
- Addressing problems in a different way that might minimize arguing and fighting
- Making the family the primary decision-maker

Unique Features of SB Team Mtg.

- An extensive family gathering
- The Family:
  - Defines who family is
  - Decides who attends
  - Reaches out to all who care
  - Identifies positive supportive resources
  - Chooses the site at which to hold the meeting
  - Not an agency meeting

Unique Features of FGDM

- SB Team Meetings are transformational because:
  - They are not a program, it is a process
  - Challenges dominant practices
  - Requires building partnerships
  - Is a practice/way of thinking
Section III: Family Group Decision Making Values, Beliefs, and Benefits

The Values and Beliefs of FGDM:
Handout, # 8
Rooms, 10 minutes:
Each person pick and share an example.

- Families have strengths and can change
- Strengths resolve concerns
- Strengths are discovered through listening, noticing, and paying attention to people (Graber, L. & Nice, J., 1997)
- Family members are the primary decision makers for their family
- FGDM teams work toward empowering families
- Families know family best
- Families are the experts

- Children are best raised by their families
- Families should be respected
- Mistakes are opportunities for growth and development
- All families are invested in seeing their children safe and successful
- All families have the ability to come together and solve family concerns
- All families have some resources they can count on to help them in times of need
- Families should choose which relatives, friends, and providers will attend their conference
Pennsylvania Family Group Decision Making (FGDM) Leadership Team remains committed to the evaluation of FGDM statewide.

In 2005, the FGDM Leadership Group began efforts to evaluate the implementation and impact of FGDM in Pennsylvania.

The FGDM evaluation committee leads this work and the Resource Center implements the evaluation.

Participation in the evaluation is voluntary and can vary from year to year.

The evaluation captures an array of information regarding the FGDM practice.

Evaluation focuses on:
- Participants’ experiences with FGDM
- Adherence to the FGDM model
- Impact on child outcomes

Section IV: The Family Group Decision Making Process
FGDM Practice

- Strength-Based
- Collaborative
- Safety
- Permanence
- Well-Being
- Restorative
- Justice
- Family-Driven
- Culturally
- Appropriate

Presenting FGDM to Families: Video Review
https://www.youtube.com/watch?v=r7bK078r4&t=364s

- Briefly describe the practice. In doing so:
  - Reinforce the agency’s belief in family ownership/empowerment
  - Reinforce the emphasis the agency places on the family’s voice in decision making
  - Secure consents to release information
  - Discuss the potential purpose/participants for the FGDM meeting
  - Connect the family with the FGDM Coordinator

A Purpose Statement Should...

- Address safety, permanency, well-being, and/or balanced and restorative justice
- Motivate everybody to attend
- Be significant enough to have all the family invested in attending
- Be mutually agreed upon by all who attend the meeting
- Be clear and understandable
Sample Purpose Statements

- Develop a plan to keep Oksana safe at home with her mom and/or dad
- Develop a plan to reunify Oksana with her mom and/or dad
- Develop a plan for Oksana to live permanently with relative/kinship caregivers
- Develop a plan for Oksana to be prepared to transition to “adulting”
- Develop a plan for Oksana to remain safe in the community

Referral Points

Triage
- Intake prevent placement or opening for services
- In-home create 1st service plan

Prevent placement
- Placement – set visitation and support plan
- Placement – prepare for reunification
- Placement – make sure reunification sticks

Prior to ending services
- Youth transition

Who Attends FGDM Conferences?

Both natural and professional supports attend FGDM conferences. Natural supports may include biological parents, step-parents, relatives, children, and youth.

Professional supports may include child welfare professionals, JPO, school professionals, and behavioral health providers.

Based on the family driven nature of FGDM, it is preferable for there to be more natural supports than professional supports.

(Statewide FGDM Evaluation, 2015)
Phase 1: Welcome & Introductions

Family Ritual Roles Purpose Guidelines

Phase 2: Information Sharing

Strengths Concerns Family Concerns Bottom-Line Concerns Resources

Phase 3: Private Family Time
Keys to Successful Private Family Time

- The facilitator will ensure that:
  - the family understands the expectations of Private Family Time
  - the privacy of the room is maintained
  - providers do not discuss the family outside of the room
  - service providers know they are free to leave the conference (except for the referral source)
  - service providers know they will receive a copy of the plan

Writing the Family Plan

- Concern (The “Why?”)

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Phase 4: Presentation of Family Plan and Acceptance

- Family Ritual
- Conclusion
Section V: Wrap-up and Evaluation

Best Practice FGDM Implementation

The essential components of Pennsylvania’s FGDM model consist of:
- Hope for the family
- Family decision making in the planning
- Safety for everyone
- Voluntary practice
- Cultural competence
- Trained neutral coordinators and facilitators
- Use of a neutral venue
- Adequate preparation for all those involved

Best Practice FGDM Implementation

The following steps must occur in the implementation of Family Group Decision Making:
- Coordination and Preparation for the family
- Pre-Conference meetings
- Sharing of strengths
- Sharing of concerns
- Offering resource options
- Coaching family for Private Family Time
- Allowing for mealtime
- Private Family Time
- Evaluation
- Follow-up
### Best Practice FGDM Implementation

The following items are flexible in the implementation of FGDM:

- How workers express hope for the family
- How the Pre-Conference meeting proceeds (referring worker, service provider, facilitator)
- Who facilitates meetings (coordinator or facilitator)
- How you ensure safety
- Specific location
- How to facilitate a strengths discussion
- How to facilitate a concerns discussion
- Mealtime menu, time, participants
- How to offer resource options
- How follow-up occurs
- How to conduct the evaluation

### Questions and Answers