

# **Child Welfare Pre-Service Training**

## **Family Preservation and Family-Centered Practice**

### **Participant Guide**

July 2012



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## Module 1: Philosophy and Values of Family Preservation

### Characteristics of Family Preservation

#### Directions

- Decide if the statements below describe family preservation.
- Check “true” or “false” depending upon your decision.

	True	False
It focuses on just the child.	<input type="checkbox"/>	<input type="checkbox"/>
It is very intensive.	<input type="checkbox"/>	<input type="checkbox"/>
It focuses on weakness.	<input type="checkbox"/>	<input type="checkbox"/>
It always advocates keeping children in their home.	<input type="checkbox"/>	<input type="checkbox"/>
It is able to provide 24 hour protection for the child.	<input type="checkbox"/>	<input type="checkbox"/>
It is individual counseling for children and/or families.	<input type="checkbox"/>	<input type="checkbox"/>
It empowers parents to meet the needs of their children.	<input type="checkbox"/>	<input type="checkbox"/>
It utilizes low caseloads.	<input type="checkbox"/>	<input type="checkbox"/>
It replaces traditional case management.	<input type="checkbox"/>	<input type="checkbox"/>
It is strength focused.	<input type="checkbox"/>	<input type="checkbox"/>
It is a new idea.	<input type="checkbox"/>	<input type="checkbox"/>
It costs a lot more than placing a child in foster care.	<input type="checkbox"/>	<input type="checkbox"/>
It believes that families are doing the best they can with the resources they have.	<input type="checkbox"/>	<input type="checkbox"/>
It can fix any family.	<input type="checkbox"/>	<input type="checkbox"/>

## **Philosophy and Values**

### **Philosophy of Family Preservation**

- The philosophy of Family Preservation is about working with and strengthening the abilities of families who are experiencing events that may lead to the placement of their children.
- Through this basic philosophy of empowerment and strength, focused interventions which are the basis for Family Preservation can be applied to any family situation.
- The child protection professional must have a personal belief system that is compatible with the philosophy of family preservation. Family preservation is as much a philosophy as it is a program to work with children at risk and their families. Simply stated, child protection professionals must believe:
  - People are basically good.
  - People are doing the best they can with the resources they have.
  - Children need their families.
  - Children have the right to a safe and secure environment.
  - Strengths within a family should be built upon.
  - Building on the family's strengths and empowering families while services are being initiated are critical.
  - Families need a chance to learn to resolve their problems together.
  - The power for change rests in the family.
  - You must respect the values and beliefs of the families receiving services from the child protection system.

### **Values of Family Preservation ~ Family 1st**

- Family drives the system: The power for change resides with the family.
- All children need families.
- Model family strengths: Everyone is doing the best they can, with the resources they have.
- Immediate response: crisis = opportunity for change. Not all problems need to be addressed.
- Leave the power with the family. Most family members really care about each other.
- You must be culturally competent.
- **First** concern is safety.

## **Family Preservation Services**

### **Focus of Family Preservation Services**

Family preservation services are a range of activities that focus on the following:

- help families with children to stay together
- assist families to independently meet their own needs
- access services to meet their own needs
- avoid unnecessary out-of-home placements

### **Purpose of Family Preservation Services**

Family preservation services are provided through contracted private service providers and are intended to:

- be short term intensive services
- be voluntary and provided within 24 hours
- protect children in a home where allegations of child abuse or neglect have occurred
- provide minimal disruption to the family lives of children
- prevent subsequent abuse or neglect
- prevent out-of-home placement of a child
- reduce the stay for a child in out-of-home placement

### **Types of Family Preservation Services**

Family preservation services provide a holistic response to families on a 24-hour basis to include services in the home such as:

- family therapy
- budgeting
- nutrition
- parenting skills

### **Goals of Family Preservation**

The goals of the Family Preservation programs are:

- Reduce the need for out-of-home placements for children who are considered to be at imminent risk of placement.
- Promote positive changes within the family in order to strengthen and maintain the family unit.
- Increase the life skills and coping capacities of each family member.

## **Subsidized Child Care Program for “At Risk” Children**

Also known as “**The School Readiness Program.**”

- Provides quality, age appropriate child care for eligible children to enhance development including:
  - Language
  - Cognitive
  - Motor and social skills
- Operated by the Agency for Workforce Innovation through grants with local Early Learning Coalitions.

### **Program Eligibility**

- Priority given to children age 3 years to school entry who are served by DCF or a CBC lead agency for whom child care is needed to minimize risk of further maltreatment.
- Other eligible populations include children who meet one or more of the following criteria:
  - Children receiving out-of-home care services (includes children placed with relatives/non-relatives and in licensed settings and children who receive a relative caregiver payment)
  - Children receiving In-Home Services
  - Child not receiving services from DCF or contracted provider but determined to be at risk such as caregiver not working

### **Referral Requirements**

- PI initial referral: PIs must ensure the following:
  - Referrals are never validated for more than 60 days (may be renewed/validated in 60 day increments on a case by case basis, but not to exceed 6 months)
  - The family is informed both verbally and in writing that child care assistance is time limited
  - The family is advised if they require continued assistance following the initial eligibility period, they must work with their contracted service provider to decide if they continue to meet eligibility requirements
- In-Home/Out-of-Home care initial referral: Case Manager/service provider is responsible for:
  - Completing and submitting an updated referral for subsidized child care redetermination to the local Early Learning Coalition on behalf of the child
- Children of families approved under other eligibility categories (or those not currently receiving services from the Family Safety Program office or contracted providers), must work directly with their local Early Learning Coalition to assess continued eligibility.
- Prior to stopping child care services to any child referred by DCF, a SO's, or a CBC, the local Early Learning Coalition or its designee must contact the department to verify continued eligibility of the child.

## Values of Family Preservation

Directions

- Complete each of the following statements by using one of the words from the word list to fill in the blank.

### WORD LIST

Safety

Family

Children

Culturally Competent

Immediate

Power

Model

1. \_\_\_\_\_ drives the system: the power for change resides with the family.
2. All \_\_\_\_\_ need families.
3. \_\_\_\_\_ family strengths: everyone is doing the best they can, with the resources they have.
4. \_\_\_\_\_ response: crisis = opportunity for change. Not all problems need to be addressed.
5. Leave the \_\_\_\_\_ with the family: Most family members really care about each other.
6. You must be \_\_\_\_\_.
7. 1st concern is \_\_\_\_\_.



## **Module 2: Strengths-Focused Model**

### **Strengths-Focused Model**

#### **Overview**

- You must identify and focus on the particular strengths the family/individual possesses.
- The culture of the family must be considered.
- We can only assume some very common, basic strengths that most people possess, just because they belong to the human race.
- Focus must be on the strengths of the families to ensure continued use of these strengths by the families.

#### **Concepts of a Strengths-Focused Service Delivery Model**

By identifying the family's strengths, you help the family:

- build self-esteem
- identify concrete skills that can be developed
- reinforce the positive things that they already do or know how to do
- use what they know as a basis for future growth

#### **Implementing a Strengths-Focused Model**

- To implement a strengths-focused model, you must:
- Decide what motivates the family members; every individual is motivated differently.
- Relate the family service plan to the strengths and needs of the family.
- Identify and build on the strengths of each family member.
- Treat each family as a unique individual.
- The family must feel that they are receiving services that are beneficial to them.
- Show respect for the strengths that the family brings to the relationship.
  - Trust is formed through mutual respect.
  - Demonstrate how to build on strengths in order to facilitate growth within the family.
- Facilitate a family's definition of their own motivations; help them use that energy to create:
  - positive growth and
  - change necessary for their children to remain at home

#### **Conclusion**

In order for this type of intervention to assist families you must:

- be able to assist a family to define their own motivations.
- help the family create positive growth and change necessary for their child (ren) to remain at home.

## **Assessing Family Strengths**

### **Directions**

- Read both family scenarios.
- List the family's strengths beneath each scenario.

### **Butler Family**

The Butler household consists of an 18 year-old mother and her 9 month-old child.

They live in a housing project with subsidized rent. The child's father had been involved with the family until recently.

The hospital called the hotline when the child was taken to the emergency room with a suspicious fracture. The mother states that the child fell out of his crib.

The mother meets willingly with the investigator and discussion seems to go well, until the child cries. The mother then becomes angry and wonders why the child is doing this to her and why he does not love her.

The mother lacks effective parenting skills, as well as coping/stress management skills. The mother appears to have an interest in developing these skills. She has attended parenting skills classes and parent support groups on an occasional basis.

The child is at high risk due to his age.

STRENGTHS:

### **Elk Family**

The Elk family consists of a 23 year-old father, 22 year-old mother and a 7 year-old son.

The mother is well known by the Child Welfare staff due to her years spent in foster care. The mother admits that her husband has been drinking a lot, but states that everything will be okay, since he has just obtained a job at the local convenience store.

The mother notes that the father loves his son and would not hurt him; the injuries the child has suffered when alone with the father have all been unfortunate accidents.

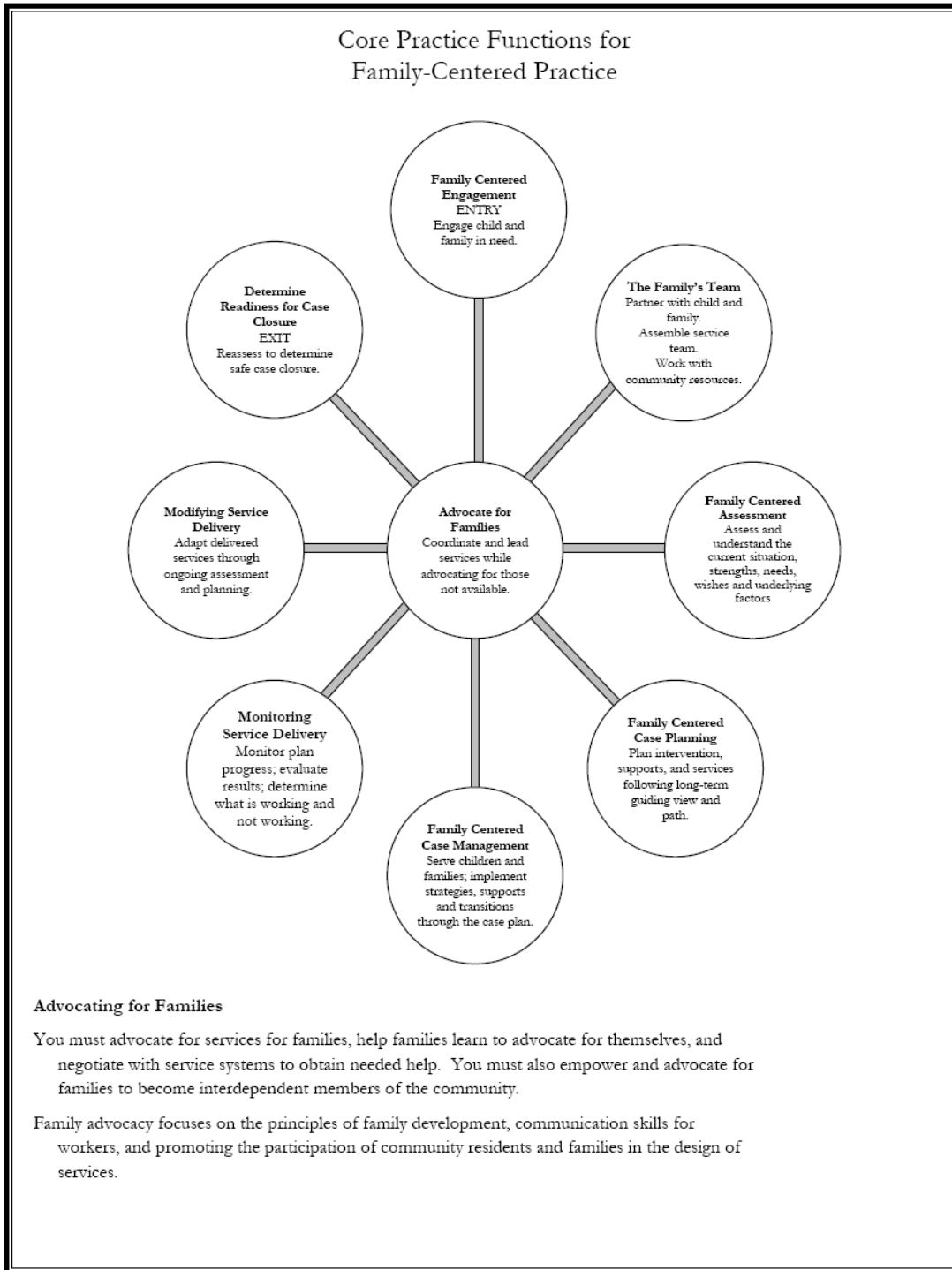
The child is currently in a special needs class. The mother is active in the child's school and regularly attends teacher/parent conferences. The mother has expressed some concern in dealing with the child's behavior at home. She has tried to implement behavior management techniques suggested by the school but has not been able to do this consistently. She has also not been able to obtain support from her husband in implementing the techniques.

Recently, the child was observed by the worker to have bruises on his right arm. The child reports his father grabbed him. The father was reportedly drinking at the time of the incident. The child is believed to be in a high risk situation.

STRENGTHS:

# Module 3: Florida's Family-Centered Practice Model and Family Preservation Services

## Florida's Core Practice Functions



## **Are Family Preservation Services Appropriate?**

### **Directions**

- Identify if the Concord and the Wilkins families meet the criteria for family preservation services.
- Circle “Yes” or “No” and write the rationale for your answer beneath each scenario.

### **Concord Family**

18-year old Susan Concord has two children: ages 2 and 3. The investigation indicated a maltreatment of physical abuse. The father is unknown, and there are no relatives to care for the children. Susan currently does not have a place to live, and she does not work. She has been drinking heavily for the past year and has recently been arrested for possession of cocaine. She has four prior investigations involving physical abuse. One of the priors that took place four years ago and involved the removal of a 1-year old, and Susan’s parental rights were terminated involuntarily. The two children were taken to the Child Protection Team for examination. The medical report indicated that the 2-year old had a skull fracture, and the 3- year old had multiple broken ribs. The CPT report identified that the injuries were consistent with abuse.

**YES NO**

**Rationale:**

### **Wilkins Family**

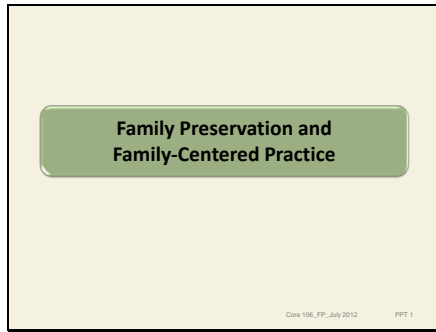
Mary and John Wilkins have four children: ages 2, 4, 8, and 14. John works for a factory that produces car products. Mary works at home taking care of household responsibilities and the children. John recently lost his job and is currently looking for work. Mary is willing to work; however, she lacks job skills and does not have anyone to care for her 2 and 4-year old during the day if she were to get a job. The electricity in the home has recently been shut off due to lack of payment. The 8 and 14-year old children have reported to the school that they are hungry, and they often do not have lunch at school or money to buy lunch. Tabitha, the 14-year old, has been behaviorally acting out in school. She has recently been reported for truancy. Mary and John are willing to work with Tabitha’s behavioral concerns, but they do not know what else to do. The stress level is high in the Wilkins home. An abuse intake revealed allegations of neglect. There are no other prior intakes/investigations.

**YES NO**

**Rationale:**

# PowerPoint Slides

Slide 1



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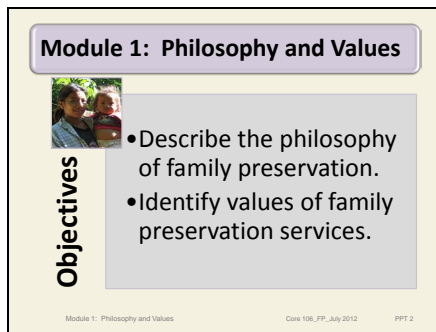
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Slide 2



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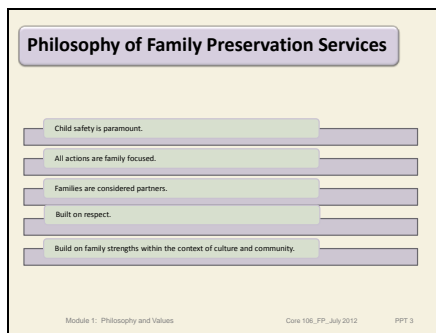
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Slide 3



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Slide 4

**Philosophy of Family Preservation Services**

- Dedicated to prevent, reduce or eliminate behaviors, barriers, conditions that place a child or family at risk
- Provided in the home
- Flexible, based on the family's and children's changing needs
- Timely
- Designed to achieve measurable outcomes

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Slide 5

**What is the Purpose of Family Preservation Services?**

Family preservation services are meant to:

- Protect children in a home where allegations of child abuse or neglect have occurred;
- Be intensive and short term;
- Be voluntary and provided within 24 hours;
- Prevent subsequent abuse or neglect;
- Provide minimal disruption to the family lives of children;
- Prevent out-of-home placement of a child; or
- Reduce the stay for a child in out-of-home placements.

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Slide 6

**What are Family Preservation Services?**

Range of Activities Focused to:

- Help families with children stay together;
- Assist families to independently meet their own needs; or
- Access services to meet their needs; and
- Avoid unnecessary out-of-home placements.

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Slide 7

**Types of Family Preservation Services**

Family Preservation Services provide a holistic response to families on a 24 hour basis to include services in the home like:

- Family therapy
- Budgeting
- Nutrition
- Parenting skills

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Slide 8

**Goals of Family Preservation Services**

- Enhance parents' ability to create a safe, stable and nurturing home that promotes healthy child development.
- Prevent out-of-home placement when safety can be assured.
- Provide, refer to, and coordinate services needed to achieve or maintain family safety, stability, independence and unity.

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Slide 9

An 11-year-old boy was severely beaten by his father while the father was under the influence of alcohol. The child had a broken arm, black and blue marks and bruises all over his body. He was temporarily placed in a foster home but was not ready to leave his father.

The boy cried and kept on saying "My father is not bad. He loves me very much. He can't help himself when he's drunk. Please let me stay with him."

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Slide 10

Father completed a D/A inpatient rehabilitation program, and enrolled in an outpatient counseling program.

Father got a part-time job.

The child attended an after-school program.

Grandmother took care of the child when the father was in the rehabilitation program.

The rest of the family members help the grandmother whenever possible.

Module 1: Philosophy and Values      Core 106\_FP\_July 2012      PPT 10

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Slide 11

**1<sup>st</sup> Concern is Child Safety**

Child safety must be primary concern.

No family can be preserved at the cost of child safety.

Risk and safety assessments must be completed.

Initial assessment of the crisis situation is very important.

Perpetrator cannot be left in charge of children.

Assessments must conclude that the children are safe in the home before services are implemented.

Module 1: Philosophy and Values      Core 106\_FP\_July 2012      PPT 11

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Slide 12

**7 Values of FP Services: Family First**

- F • Family drives the system
- A • All children need families
- M • Model family strengths
- I • Immediate response: crisis=opportunity for change
- L • Leave the power with the family
- Y • You must be culturally competent
- 1<sup>st</sup> • 1<sup>st</sup> concern is safety

Module 1: Philosophy and Values      Core 106\_FP\_July 2012      PPT 12

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Slide 13

**Family Drives the System**

Working with family system – complete with a hierarchy and power structure.

Family unit has primary responsibility for the welfare of its members.

Family must have the necessary power to exercise responsibility.

Family must feel ownership and empowerment.

Module 1: Philosophy and Values      Core 106\_FP\_July 2012      PPT 13

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Slide 14

**All Children Need Families**

Separated children miss out on significant portions of family history which makes it difficult to regain their original firm sense of belonging and continuity.

When families participate in solving their problems together, individuals are less likely to use blame, separation, and giving up as ways to problem solve.

Module 1: Philosophy and Values      Core 106\_FP\_July 2012      PPT 14

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Slide 15

**Model Family Strengths**

Family members are doing the best they can with the resources they have.

Work with the family to uncover their strengths.

Module 1: Philosophy and Values      Core 106\_FP\_July 2012      PPT 15

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Slide 16

**Immediate Response**

Crisis = opportunity for change.

The "imminence" of placement is a stress producing situation that can make families receptive to change.

People undergoing stress are more open to change.

Module 1: Philosophy and Values      Core 106\_FP\_July 2012      PPT 16

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Slide 17

**Leave the Power with the Family**

Most family members really do care about each other.

Beginning point for being strengths-focused.

Even when a family indicates that they want their children placed, it is because they want what is best for their children.

Module 1: Philosophy and Values      Core 106\_FP\_July 2012      PPT 17

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Slide 18

**You Must be Culturally Competent**

You must be aware of both your own cultural biases and your need to remain objective.

Module 1: Philosophy and Values      Core 106\_FP\_July 2012      PPT 18

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Slide 19

**Safety is First Concern**

<b>Family Preservation:</b> <ul style="list-style-type: none"><li>• often the best place for a child is in the home with the parent</li></ul>	<b>However:</b> <ul style="list-style-type: none"><li>• at no time will the safety of the child be compromised</li></ul>
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Module 1: Philosophy and Values      Core 106\_FP\_July 2012      PPT 19

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Slide 20

**Design of Family Preservation Programs**

- Trained staff
- Immediate responsiveness
- Low caseloads
- Clear guidelines regarding sexual and physical abuse

Module 1: Philosophy and Values      Core 106\_FP\_070112      PPT 20

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Slide 21

**Module 2: Strengths-Focused Model**



**Objectives:**

- Identify the concepts of strengths-focused service delivery.
- Apply the concepts of a strengths-focused service delivery model.

Module 2: Strengths-Focused Model      Core 106\_FP\_July 2012      PPT 21

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Slide 22

**Strengths-Focused Service Delivery Model**

Identifying family strengths helps you to help the family

- Build self esteem.
- Identify concrete skills that can be developed.
- Reinforce positive things that they already do or know how to do.
- Use what they know as a basis for future growth.

Module 2: Strengths-Focused Model      Core 106\_FP\_July 2012      PPT 22

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Slide 23

**Implementing a Strengths-Focused Model**

Decide what motivates each family member; every individual has different motivations.

Relate the family service plan to the strengths and needs of the family.	Identify and build on the strengths of each family member.	Treat each family member as a unique individual.	The family must feel that they are receiving services that benefit them.
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Module 2: Strengths-Focused Model      Core 106\_FP\_July 2012      PPT 23

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Slide 24

**Implementing a Strengths-Focused Model (Continued)**

Respect the strengths that the family brings to the relationship. <ul style="list-style-type: none"><li>• Trust forms through mutual respect.</li><li>• Demonstrate how to build on strengths in order to facilitate growth within the family.</li></ul>	Facilitate the family's definition of their own motivations. <ul style="list-style-type: none"><li>• Help them to use that energy to create the positive growth and change necessary for their children to remain at home.</li></ul>
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Module 2: Strengths-Focused Model      Core 106\_FP\_July 2012      PPT 24

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Slide 25

**Assessing Family Strengths: The Butler Family**

The child and the mother have a place to live.

Mother is willing to work with the child protection worker.

Mother shows an interest in developing parenting and coping skills as well as anger management skills.

Father was involved with the child until recently.

Mother has attended parenting skills classes and parent support groups.

Child was brought to the emergency room.

Module 2: Strengths-Focused Model      Core 106\_FP\_July 2012      PPT 25

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Slide 26

**Assessing Family Strengths: The Elk Family**

Child resides in a 2 parent family household.

Mother admits the father has a drinking problem.

Father has a job at a local convenience store.

Mother is active in the child's school.

Mother shows concern and willingness to work with the child regarding behavior problems.

Module 2: Strengths-Focused Model      Core 106\_FP\_070112      PPT 26

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Slide 27

**Module 3: Florida's Family-Centered Practice Model**



**Objectives:**

- Identify Florida statutes and administrative rules for family preservation services.
- Describe Florida's Family-Centered Practice Model.

Module 3: Florida's Family-Centered Practice Model      Core 106\_FP\_July 2012      PPT 27

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Slide 28

**The Purpose of Chapter 39:**

To provide the care, safety and protection of children in an environment that fosters healthy social, emotional, intellectual, and physical development.

To recognize that most families desire to be competent caregivers.

Children achieve their greatest potential when families are able to support and nurture the growth and development of their children.

Module 3: Florida's Family-Centered Practice Model    Core 106\_FP\_July 2012    PPT 28

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Slide 29

**Florida's Child Protection System Principles**

Child's safety and health must be of paramount concern.

Prevention and intervention must:

- Engage families in a constructive, supportive, and non-adversarial relationships;
- Intrude as little as possible into the life of the family;
- Focus on clearly defined objectives;
- Take the most parsimonious path to remedy a family's problems;
- Be based upon outcome evaluation results that demonstrate success in protecting children and supporting families.

Module 3: Florida's Family-Centered Practice Model    Core 106\_FP\_July 2012    PPT 29

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Slide 30

**Family Preservation Services Defined  
65C-30.001(52)**

- Services provided primarily in the home;
- Counseling and therapeutic services;
- Provision of goods or services designed to prevent the removal of a child; or
- Stabilize an out-of-home placement.

Module 3: Florida's Family-Centered Practice Model    Core 106\_FP\_July 2012    PPT 30

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Slide 31

**Family Team Conferencing Defined**  
65C-30.001(53)

- Highly individualized process that enables families to solve problems by focusing on strengths and underlying needs.
- Heavily reliant upon family input and cooperation, the family's support system, and community resources.
- Families participate actively in the process: assess their own strengths and needs; develop action plans; set goals and timeframes .

Module 3: Florida's Family-Centered Practice Model    Core 106\_FP\_July 2012    PPT 31

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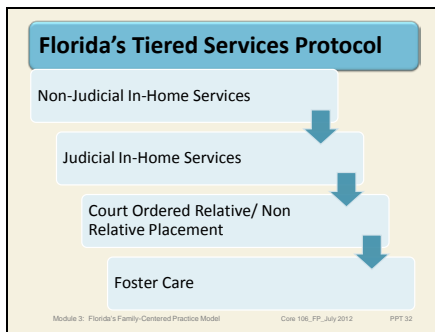
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Slide 32



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Slide 33

**Early Service Intervention Staffing**  
65C-30.002 (1)(b).

- Also known as the Case Transfer Staffing
- Make final service intervention decisions

Module 3: Florida's Family-Centered Practice Model    Core 106\_FP\_July 2012    PPT 33

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Slide 34

**Family Preservation Services Summary**

Family preservation services are distinctly different from traditional services.

Family preservation services:

- Are provided in the family's home
- Are more frequent – often daily
- Have a short predetermined duration
- Use a crisis situation as a "teachable" moment for intervention
- Focus on the family system and the strengths which motivate the family members to reach the goals of the family preservation plan.

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Slide 35

**What is Family-Centered Practice?**

Enhance family's capacity to care for and protect child.

See family in the context of their own culture, networks and community.

View family as partner; involve them in the assessment; planning; delivery; and coordination of services.

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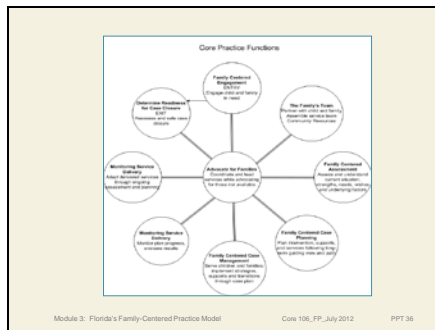
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Slide 36



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Slide 37

**Family Group Decision- Making**

- Family team conferencing
- Family team meetings
- Family group conferencing
- Family team decision-making
- Family unity meetings
- Team decision-making

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Slide 38

**Family-Centered Practice Framework**

**Core Practice Functions:**

- Engage families and assemble individual family teams.
- Help families assess their strengths, needs, and resources within a cultural context.
- Collaboratively develop and implement case plans.
- Involve and support parents and caregivers in decision making.
- Monitor and modify services.

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Slide 39

**Family-Centered Practice Framework**

**Outcomes:**

- Ensure child safety.
- Strengthen family functioning.
- Achieve permanence for children.
- Meet the children and family's well-being needs.

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