

# Preparing Professionals for Participation on Child and Family Teams

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County of San Diego  
Health and Human Services Agency  
Family & Youth Roundtable  
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# Learning Objectives

- Understand the structure and purpose of the triad training model
- Learn different methods to support professionals in their CFT participation
- Understand the importance of specific tools that the County of San Diego has implemented for use in the CFT meeting
- Understand the importance of including the family/youth perspective in the CFT meeting

# Background and Context

- Initial workgroup formed in January 2013 included BHS, CWS, Family & Youth Roundtable (the County of San Diego Behavioral Health Services Liaison for children, youth, and families), Probation, and Training Academy
- CFT implementation began in September 2013 via BHS contracted providers. In 2014 CWS designated staff began offering ICC for youth not served by a contracted BHS agency.
- Family and youth voice has been integral to the development of Pathways to Well-Being and is reflected in the Teaming Standard and Progress Summary and Action Plan used at CFT meetings.
- The County of San Diego CWS serves approximately 4,500 children/youth (in home and placed out of home) and works within a large, diverse county with six regional offices as well as centralized programs.

# Challenges

- Staff Workload Woes: Is this “just another thing to do?”
- Providers having difficulty upgrading the “treatment team” model to CFTs
  - Compliance Behavior vs. Practice Behavior
  - Focusing on Behavior vs. Focusing on Needs
- Youth saying they don’t want to have a CFT and feeling “burned out” with meetings. Youth do not trust the meetings will be different than what they have experienced before.
- BHS therapists balancing ICC responsibilities and therapeutic relationship

# Challenges

- Adults having difficulty allowing youth voice to be primary and wanting to dominate conversation in meetings
- Scheduling with all partners – scheduling conflicts leads to delays and may interfere with family/youth choice in time/location of meeting
- Ensuring information being shared is positive and strength based
- Difficulty training community partners (CASAs, Court, Attorneys, foster parents) in a timely manner
- Group home staff struggle with expanding/altering existing model to incorporate Core Practice Model principles and values.

# Elements of Preparation

- Engagement and education of team members
- Tools (*Handouts*):
  - Meeting Structure
  - Teaming Standards
  - Progress Summary and Action Plan
  - Challenges and Strategies tool
  - CFT Brochure



**“Before anything else, preparation is the key to success.”**

**-Alexander Graham Bell**

# Strategies for Preparing Professionals for CFT meetings

- Triad Training Model: BHS, CWS, and Parent /Youth Partner
- BHS: Program specific support, focus groups
- CWS dedicated Pathways staff to implement screening and fill ICC gaps
- Meeting with the youth prior to the meeting to see what they would like to speak about and having them set the agenda for the meeting.

# Strategies for Preparing Professionals for CFT meetings

- CWS and BHS staff regularly exchange information contained in their unique databases
- BHS staff is co-located with CWS staff twice per week to enhance partnership and communication
- Care coordinators have had one on one meetings with therapists to talk about their role in the CFT
- Regular meetings with CWS and BHS staff to discuss implementation issues.



# Strategies for Preparing Professionals for CFT meetings

- Reminding CWS workers to inform team members about other meetings (e.g., TDMs) so there can be continuity of information
- Presenting “Mock CFT” to BHS contracted agencies to demonstrate CFT meeting process/structure
- Utilizing family and youth partners to engage team members
- Authentic Family & Youth participation in the implementation of Pathways to Well-Being, including CFT standards and processes, and development of training curriculum.

## Benefits we are seeing:

- Family involvement in the meetings is increasing
- CWS workers are seeing the benefit of CFT and encouraging the youth to participate
- System culture is changing to embrace CFTs because they see progress with the youth
- Many youth express they enjoy the meetings and feel empowered.

# Next Steps

- Extension of Pathways to Well-Being trainings to include all CWS workers in regional offices, additional BHS contracted providers, foster parents, CASAs, and legal partners, etc...
- Arrange for focus groups to receive feedback from family and youth, BHS providers, and CWS workers regarding challenges and concerns specifically related to Child & Family Teams
- Development of a Pathways to Well-Being e-Learning that will serve as a resource for those BHS partners who have already been trained
- Launching of a Pathways to Well-Being website that will provide information on processes, procedures, and frequently asked questions along with links to various forms and resources.

# For additional information:

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