

Comparison of Staffing and FTM

Staffing

Purpose: is designed to meet administrative needs for case planning and case management, family may be invited but there is little family directed decision making.

Introductions

Introductions are made, focusing on each person's relationship to the family.

Child Safety Issues

The social worker reviews the child safety issues identified during investigation.

Strengths

The group identifies the family's assets for successfully addressing the identified child safety issues.

Objectives

The social worker outlines the objectives that must be reached to eliminate the risk to the child.

Resources

Team members discuss their involvement with the family and the resources they can offer.

Develop Plan

The team develops a written plan, which is signed by all participants.

Next Meeting

The next meeting is scheduled (date, time and place).

Reminders

The facilitator reminds all members of their responsibility to monitor the case plan and request another meeting (through the social worker) if the plan is not being followed.

Family Team Meeting

Purpose: designed to engage the family in the case planning, case management, and case closure process, family helps to direct decision making.

Prep-work and Assessment

Prep-work and Assessment is done with social worker, regarding the family's history, the purpose of the meeting, the appropriateness of the meeting, and any non-negotiables.

Engagement and Prep-work with the Family and Family Team

Facilitator engages the family and prep-work is done with the parents regarding the purpose of the meeting, facilitator gathers the story of the family, and asks the family who they would like to invite to the meeting, and discusses any non-negotiables that will have to be addressed, also asks what they would like to see accomplished. Facilitator does prep-work with the team that the parent(s) picked out regarding purpose of the meeting.

Meeting

A meeting time and place is picked out that is family friendly.

Welcome and Introductions

Family and Team Members are welcomed and Introductions are made, family introduces themselves, or facilitator introduces the family (family ritual may be used to start the meeting).

Purpose and Philosophy

Discuss purposes for the meeting and FTM purpose and philosophy [family may presents the purpose; consensus of all team members is essential]

Non-negotiables and Confidentiality

Discuss the non-negotiables and confidentiality

Ground Rules and Family Story

Develop ground rules- agreed upon by all

Family story tells their story of why they are here

Define Outcomes for the family

[Outcomes and Behavioral Results desired]- all get a chance to speak- family first

Strengths to achieve outcomes

[Strengths]- all get a chance to speak- family first

Concerns and Needs related to outcomes [Concerns]- all get a chance to speak- family first

Supports to achieve outcomes- all get a chance to speak- family first

Private family time option

Plan Development

Brainstorming how to meet needs

Develop the plan; [Action Steps: what, who is responsible, by when; and Safety Plan]

Assess "What can go wrong" [Crisis Plan]

Closing

Next steps and closing [all come to Agreement]

Summary of Differences

Staffing	Family Team Meeting
<u>Summary of Differences</u>	<u>Summary of Differences</u>
<ul style="list-style-type: none">• Typically run by the social worker, however sometimes are conducted at the primary providers office• No engagement of the family prior to the staffing, no prep work is done• DHS defined purpose for the meeting• Only formal supports are invited• Meetings generally do not have refreshments• Decision-making is done by the formal supports invited for administrative purposes.	<ul style="list-style-type: none">• Sometimes led by the social worker assigned to the case and often by another facilitator• Family is engaged in the process. Extensive prep-work is done before the meeting• Family defines purpose of the meeting with team feedback regarding any non-negotiables,• Formal and Informal Supports are invited and are part of the team• Meetings typically have refreshments.• Those on the family team should have hope for the family• Family is empowered to tell their story, share their concerns and strengths and to take the lead on the decision making