



Mendocino County Signs of Safety Implementation Team February 8th and 9th, 2017



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Best Hopes for our Session:

- Understand tensions (time, court) child welfare
- Inclusion of CPTRS
- Successful implementation and sustainability – plan for signs of safety to stick
- Be a part of a core group that supports each other and get together regularly
- Bringing SofS into our agency and county (down and across)
- Long-term planning
- Sustainability –
 - Families
 - Implementation
- Work together to make sure it's better used within, throughout, between all of us
- Structure of Group:
 - List of who else we would want as a part of this group
 - Name for this group
- Solidify other initiative – brings them together
- Understand different applications of SofS
- Hear from other people about their vision for SofS as collaboration model
- Common language inter and intra agency with all families
- Mapping families becomes part of the record
 - Consistent documentation, surrounding counties – we share vision for kids
- Vision for how does SofS get used/adapted in other areas/scenarios
- Template not just in mendo but in region

Appreciative Inquiry

AI – How do we create alignment with the strengths in an org that the gaps are irrelevant because they're covered by the strengths around it (like a network with families)? What can we learn?

Cooperwriter – will lead days with thousands of people – doing AI.

AI Exercise: In Pairs

Instructions:

Think of a time in the last year where you've been a part of collaboration on behalf of kids and families where it went really well – your organization and at least one other. Pairs – with someone don't know as well.

Follow your curiosity – be humble and curious. Ideally get to what did that person do to get to that outcome. Use relationship questions and exception questions.

Debrief: What was best about the conversation?

- It's uncomfortable – made me squirmy.
- Microcosm of how collaboration can be at its best
- Conceptualization – realizing how many agencies I'm involved with in implementing change – how it all came together and found a bunch of success. Uncomfortable to recognize my part in it.
- Interviewer stayed focus on questions about the process. Did good job on getting me to reflect on what worked well – got me thinking how to keep that going.

Vulnerability - sacred conversation. What created that safety in the conversation?

- Just asking about what’s working is honoring

Are there other ways you can imagine this applying?

- With families – interviewing families and parents to help them see – it’s empowering
- Building strengths in the people I supervise and systemically – as an organization every time you’re doing that you’re building strengths
- MCYP we use it in clinical supervision – in the midst of dark stuff it’s a chance to feel good about work and gives ideas to other
- Parents seeing what’s working – shifting their lens
- Sophisticated “pronking” taking moments to celebrate

Collective Impact:

The term “Committee” can have negative connotations

We’re not using the structure offered by the study around collective impact but, you’ll see elements of this (research of this success) bring this into SofS framework leaning on tools philosophies within SofS

Mapping & Scaling Sustainability

Worries	Well	Happen
<ul style="list-style-type: none"> • Time • Workloads • Is it going to be supported by leadership, court? • Evidence based? • Training to keep up with turnover – with the context of heavy workloads • We know our own commitment but, unsure of the agencies and the group’s commitment 	<ul style="list-style-type: none"> • Consistency – it’s starting. • So many different organizations working with the same goal in mind. A lot of us doing this work. • We’re passionate group of people. • Commitment and investment by the agencies that are here – both within our agencies and in our community – doing whatever new ideas to get there. • Sustainability – we have tried to sustain it in different ways. • County supports by approving training \$\$ 	<p>What would be the first signs that this was just a nice idea and the aspirations weren’t turning into actions?</p> <p>What are all the things that you could imagine happening between now and May around... XYZ?</p> <p>Imagine we’re sitting here in May and you’re as excited as ever about what had happened in the community because of this group? What would you be describing to us that had happened?</p>



2020 Best Hopes & Worst Fears

SSIR – Article – What would you want the article to say? (5 min)

Best Hopes: “Mendocino Rocks”

- Successful lasting rev
- Successful imp of prevention programs - Reducing aces scores
- Prevention is the priority
- Child maltreatment rates way down
- Suspension rates down
- Board of sups sustains funding for FRCs
- County excels at serving diverse and unique populations
- Building resiliency through collaboration (all agencies named and involved)

Worst Fears: “Mendocino Gets Rocked”

- Mendo county up in smoke pot legal
- Loses all federal funding due to establishing itself as sanctuary city
- High hopes for SOS model in the dumps – child abuse stats on the rise
- Redwood valley site used as emergency foster placement because of lack of sites available
- Increased level of entry into foster care – courts ban danger statements
- Board of supervisors ignores needs, defunds county, children not a priority
- County beautifications – pot plants down state street – meet your buds
- High recidivism rate with department of social services
- Cut throat - community based orgs

Developing Scaling Questions: 10 = your best hopes; 0 = worst fears

Group #1:

On a scale from 0-10 where:

10 means community part work effectively and collaboratively together to surround me with services. Services were accessible, affordable and specifically tailored to meet my family's needs I felt confident in the quality of services provided and my personal and cultural values were respected. I felt valued and included in all levels of services and decision making for my family. The tapestry of services received resulted in qualitative and quantitative positive outcomes. I feel very positive about the future and I have the necessary skills and supports to meet future challenges and sustain the progress our family made.

0 means Red tape and paperwork prohibited my family's ability to access care. Our family fell through the cracks, we could not access or afford the services we needed. I felt disrespected, and my family's needs were not acknowledged. I felt powerless, and I have no part in the decision making. My family's well-being declined and we lost hope in getting the help we need. ... what rating would you give?

Group #2

On a scale rate confidence that board of supervisors will support funding where 10 means

- each FRC is sustainably funded and extended to our out of reach areas
- public resources accessible to all/ access is clearly defined & supported services to public
- community based organizations funded with a focus on sustainability and growth, service provision
- analyzing where funds are most needed, community has a say, stakeholders should have a say about where funds to
- resources set aside for oversight of implementation and follow through
- SofS trauma informed evidence based, resilience, ACES, education, cultural humility/collaboration supported, championed, prioritized
- Child Advocacy center in Ukiah not connected to course (needs neutral center/ forensic interviewing)

0 board of sups does not prioritize children and families in Mendo county, diverts priorities of taxes toward projects that do not prioritize children.

- BOS not open to proposals or appeals
 - County focuses funds on Admin services only
 - FRCs close due to unsustainable funding
 - Not prioritizing the helping professionals income – they can move out of community and make more \$.
- ... what rating would you give?

Group #3:

10 – By 2020 we would have a multi-agency collaborative that is successfully achieving lower recidivism rates for CPS families, measured increased child and family and child wellbeing, community inclusion, lowered rates of children entering into care, using trauma informed

0 – By 2020 agencies struggles with the lack of funding caused lack of collaborative focused approaches which created an increase in child maltreatment, increase in out of home entry to care, increased child and family recidivism for CPS court cases. ... what rating would you give?

Brainstorming, Prioritizing & Planning Around Community Partners:

Prioritize their representation at the group:

- A. Absolutely – must have
- B. Be Nice to have
- C. Could be / not

Who are the community partners?

Who will invite the “**absolutely necessary**” community partners who aren’t at the table? These community partners would ideally have sponsors from this group inviting/hosting them to our next workgroup session on May 17th.

- Courts (Sharon)
- Law Enforcement (MCYP)
- Redwood RCS (Joanna, Townley, Heather, Mimine)
- SELPA (Tony)
- Schools (MCYP)
- Tribes (Gabe)
- Round Valley (MCYP & Tapestry – connect with GABE to see how to invite round valley)
- ICWA (Trilbey)
- Juv Prob (MCYP)
- FRC (Sharon)
- HHS (John) - Jena and Anne?
- Health Providers (Sharon and Mimine)

Who are the “**nice to have**” partners?

- Project Sanctuary (Aurelie)
- NCO (practice → Sharon)
- Rural Community Housing & Development (First 5)

Who are the “**could be or could not be involved**” community partners?

- MTA transportation
- Ukiah Community Center
- Shelters
- Library
- Faith Communities
- Youth Programs
- Children Your & Families
- Rec CTR/Dept
- College
- Online Resources
- MCAHVN
- TLC
- Service Groups (rotary etc)

- Community foundation
- RCRC
- Rural Community House Development

How will they be invited?

Personal invitations to “absolutely necessary”

- Sharon will make card/invite with support for Aurelie for inviting As (printed hand delivered to everyone)

E-mail Invitation to “absolutely necessary” and “nice to have” partners.

Send all Cs an e-mail with flyer about what we’re doing. i.e. ‘FYI there’s a project brewing’ It’s too premature to involve.

Mission & Vision Statement

Vision Unifying community services through Signs of Safety for the wellbeing of children, youth and families

Mission To work together to find practical ways the Signs of Safety approach can unify our services so children, youth and families experience a connected, honoring and supportive engagement for their wellbeing of our community.

Group Work: Want / Do / Notice

Want: The sustainable practice of SofS through cohesive collaboration will significantly and positively impact children and youth and families in Mendocino County.

Do:

- Gather CP into shared learning environment (multi-level pronged approach)
- Develop strategies to connect and share with schools law enforcement and other partners
- Schedule trainings
- Prioritize attendance at meetings
- Develop systems to integrate tools so that services are billable.

Notice:

Children, youth and families are provided tools, able to have voice/choice without judgement

Reduced maltreatment rates in our community: empowered children, youth and families

All community partners share common language (measureable)

Inclusive of community partners

Healthy agency climates and cultures

Want: By 2020 Mendo county will have collaborative problem solving across schools, gov, agencies and service providers, utilizing common language and practices through Signs of Safety to provide services and support in order to meet the needs and increase the well-being of all families and our community.

Do: Create and sustain a collaborative multi-agency steering committee dedicated to the development and implementation of SofS framework in assisting agencies to provide practical intervention and EBPs to increase positive outcome of services provided to children, family and community.

Notice: By 2020 community, children and families will demonstrate qualitative and quantitative measures of well-being (increased as evidenced by

Want: We choose the path of SofS to build a trauma informed and res Mendocino County. This creates structures and continuity of experiences and commitments to our families in Mendocino County. This is done to ensure families feel confident, well informed respected and a part of the solution.

Want: This coalition wants to form an even stronger and effective intra-agency community member team in order to support the well-being of families and children to detect risk early on provide prevention intervention services in Mendocino County.

Do – develop a whole community system improve existing intra and inter agency systems hosting or supporting events that provide opportunities for early detection of risk.

Notice - tighter system for interagency referrals – more family friendly activities.

SofS Community Working Group is a fully representative cross-section of Community Partners in Mendocino County who have committed to (build) practical plans to Use Signs of Safety wherever possible within and throughout agencies to unify initiatives, language, and understanding so that families experience every interaction with us as a cohesive, connected, supportive engagement for safe and healthy kids and families.

Mini-Gathering Planning: May 18th, 2017

Best Hopes

- Committee members present to demonstration of practical implementation of SOS model across agencies communicating and generating excitement and commitment in order to deepen implementation
- Best practices are shared to provide deeper learning, provoke questions and commitment
- Strong cross section of attendees that represent the voice of the youth and families and organizations we serve.
- The gathering will bring energy, excitement, ideas and shared enthusiasm
- Strong community attendance community partners from all levels of buy-in and leave the gathering with commitment to implementing practices in their agency
- Front line workers leave feeling honored for sharing their work

Worst Fears:

- no/low attendance
- community not impacted
- confidentiality broken: attention focused on case content rather than practice strategies
- committee doesn't follow through
- resistance to implementation
- presenters leave discouraged
- audience leaves confused
- Most attendees will not see applicability for using model

What Needs to Happen Next:

- good evaluations
- clear ways to get involved in next steps/next steps forum
- have a presentation that gives historical context of both SOS and SOS in Mendo
- List of resources/brochure table/future trainings
- participants have clear understanding of the support they can get through this process
- possibly bring in out of county guest to speak to their implementation
- By March 15th have a rough outline of who will be presenting, rough draft of presentation in by April 15th
- Aurelie sending out hand bill invites and emails for both May 17th and May 18th events
- Mini gathering updates will happen at pre-CAC meeting on 1st Thurs. of the month
- Training and collaborative opportunities on what it looks like for our community moving forward, community members participate in small groups facilitated by committee members to brainstorm/collaborate next steps by attendees for end of gathering
- organize facilitated discussions of ideas generated
- organize facilitated space to invite participants to get involved in the future
- We want tribes/ICWA to show up
- Presentations will cover: organization utilization, case plan utilization, direct service utilization and show community success, strategies of implementation and modes of practice

How We Could Use 'Signs of Safety' in our Work: A Sticky Note Competition

Scaling Conversations

- W/ client families
- Strategic planning
- Staff meetings
- Hiring process
- Contract review/ grant utilization
- W/ foster children re: placement
- Mission Statement
- Use scaling to rate therapist/pei satisfaction
- PEI
- Leadership meetings
- Raising employee moral
- After trainings for foster parent
- Treatment team- Communication of team
- Visitation outcomes
- Leadership meetings
- W/ foster families re: feeling supported
- Planning youth groups in schools
- Ind. Supervision
- For safety plans
- For empowerment plans
- Staff supervision
- Staff development
- Performance reviews
- Eliciting motivation
- Employee reviews

Appreciative Inquiry

- Mission Statement
- Orientation w/ new employees
- In Supervision
- Motivational interviewing to help parent buy into behavior change
- Individual reviews w/staff
- Interview to identify good case work & group learning
- W/clients & families
- Client/consumer questionnaire
- Performance reviews
- Staff Meetings
- Conversations w/ parents about their story
- Contract review/grant utilization
- Leadership Meetings
- Honoring Staff

Mapping

- Performance Reviews
- W/program implementation
- Eliciting motivation
- Board meetings
- Visitation outcomes
- Hiring process
- Employee reviews
- Contract review/ grant utilization
- Staff Meetings
- With Staff Goals
- Group Supervision
- Team Building Activities
- Logistics Coordination
- DFT's
- Organizational analysis
- FTM mapping prior to dismissal
- Leadership Meetings
- Leadership meetings
- Process art on sticky notes & butcher paper for PEI trajectory
- Strategic planning
- Foster case conferences
- Client/consumer questionnaire
- 4 quad mapping for case staffing
- Performance quality improvement
- Use mapping to forward the agency strategic plan
- W/clients & families
- W/staff on resistant parents

Mapping continued...

- Refining case plan objective
- Foster family/child placement
- Billable/productive
- Raising employee moral
- W/leadership
- Ind. & Group Supervision
- Therapist Business meeting. Mapping productivity
- Fundraiser planning
- Treatment team-addressing foster ct. crisis
- Staff development
- Risk assessments
- In case conf.
- Scope at work in prog dev
- W/fundraising meetings
- Addressing burnout
- Social worker supervision

- Identify trainings needed for staff
- Case work w/Cts
- Our fiscal dept to improve moral & efficiency

Vision Board

- Use vision board to help agency work toward a 5 year plan
- Case consultation assessment
- Planning youth groups in schools

Timeline &/or Trajectory

- Hiring process
- Ind. & group supervision
- Billable/productive
- Staff development
- Process art on sticky notes & butcher paper for PEI trajectory
- Strategic Planning

- Case Trajectory
- Describing SIP

Other

- Case consultation assessment
- Expansion ideas
- Case Conferences
- Ideas for excellent mini gathering
- Budget
- Group Clinical Supervision
- Professional Development Plan
- Developing CT care/TX plans
- Forms. Language of SOS inclusion
- Development Goals
- Foster parent support group
- College relational issues
- Safety policy

Photo Montage

