

# MiTEAM SNAPSHOT

MiTEAM is Michigan's Child Welfare Case Practice Model. This will be the agency's guide for staff, children, families, stakeholders, and community partner's working together to achieve outcomes for safety, permanency and well-being of children and their families.<sup>1</sup> MiTEAM aligns with the agency's mission, values and principles and incorporates the practice skills: Teaming, Engagement, Assessment and Mentoring.

## Why MiTEAM?

### To establish a unified approach that:

- Provides for consistency in practice;
- Clarifies roles and expectations for staff;
- Informs policy, training and quality assurance;
- Explains how child welfare intervention and services are delivered to children and families;
- Provides resources to families in addressing needs;
- Guide families through the complexities of the legal system; and
- Assists the families in understanding their legal rights and responsibilities.

### Improve Michigan's outcomes in the following areas: but not limited to:

- Timeliness to permanency and reunification;
- Adequately assessing and addressing the service needs of children, parents and foster parents;
- Diligent efforts made to involve parents and children in the case planning process;
- Absence of recurrence of maltreatment in care;
- To focus reform efforts on principals of good practice not process compliance; and
- To encourage family driven solutions and move away from being overly formal and structured.

**Pre-Meeting Discussion:** It is important that all participants are prepared for the meeting, agree to what will be accomplished, and understand the purpose of the meeting. During the pre-meeting discussion the family, with the Case Worker input, will identify the location of the meeting, develop the agenda, ground rules and participants that are to be invited. This will allow for the family and their team members to be ready to fully participate and feel that this is a safe environment to share their point of view.

**Family Team Meetings:** Family Team Meetings will be utilized to engage families in safety planning, case planning, service identification and assessing progress. When families, children, youth and caregivers are engaged and involved in case planning, they understand their roles and are more empowered and motivated to make long lasting changes to protect the children in their care.

### Key Elements of Family Team Meetings:

- Strength Based
- Child Centered
- Family Focused

---

<sup>1</sup> National Child Welfare Resource Center for Organizational Improvement: An Introduction to the Practice Model Framework.

# MiTEAM SNAPSHOT

## Family Team Meetings Held during the life of the case:

Activities that prompt the primary case worker to offer a Family Team Meeting to the family for safety, assessment, and case planning for in-home cases:

- CPS case opening/ transfer to ongoing CPS worker
- Safety and service planning
- Court Intervention
- Case closing

Activities that prompt the primary case worker to offer a Family Team Meeting to the family for placement, assessment, and case planning for out of home cases:

- Case planning (placement options, visitation schedule, permanency goal change, service referral, etc.)
- Placement preservation/disruption
- Permanency Planning (6 months) to discuss progress on the treatment plan, visitation concerns, placement, and permanency options
- Annual Transition Planning for Youth
- 90 Day Discharge Planning for Youth
- Case Closure

The meeting is an atmosphere for the family and their identified supports to work with the Case Worker in developing a Case Plan that will directly address the identified strengths and needs. Meetings can be held at other times as a family, youth, caregiver, child's Attorney, tribal social worker, case manager and/or supervisor see beneficial.

## Practice Model Structure and Support:

- **MiTEAM Departmental Analyst:** There are four MiTEAM Departmental Analyst in the Foster Care Program Office who serves as the specialist of the MiTEAM Model. They assist with bridging the gaps between field, policy, Quality Assurance, training, legal, fiscal, and/or other areas that have an impact on the practice. The MiTEAM Departmental Analysts will train all Peer Coaches.
- **Peer Coaches (Facilitators, Supervisors and other designees identified by the DHS County/Private Agency Foster Care Director):** Peer Coaches are champions within their current position and have received additional training and support to serve in this role. Peer Coaches train all child welfare staff in the MiTEAM Model, which encompasses components of Concurrent Planning. Peer Coaches will be a resource for new implementation sites.
- **MiTEAM Committee:** A team of individuals from Foster Care Program Office, Field Operations, SCAO, CWTI, DHS/PAFC Directors, and Native American Affairs who meet monthly to brainstorm critical issues identified in the field that impact practice change.