 <p>Children's Services Agency</p> <p>Communication Issuance</p> <p>15-131</p> <p>Response Due: November 18, 2015</p>	Subject/Title Strengthening Our Focus - Safety On Site
	Type <input type="checkbox"/> Informational Memorandum <input checked="" type="checkbox"/> Program Instruction <input type="checkbox"/> Policy Guide
	Issuance Date 09/14/2015 Obsolete Date n/a
	Contact Name Assigned BSC Analysts Email Phone
	Distribution <input type="checkbox"/> CSA Central Office Managers/Staff <input checked="" type="checkbox"/> MDHHS County Directors <input type="checkbox"/> MDHHS Child Welfare Managers/Staff <input checked="" type="checkbox"/> Native American Tribes <input type="checkbox"/> Private Agency Child Welfare Managers/Staff <input checked="" type="checkbox"/> Other: PAFC Directors, BSC Directors

Ensuring child safety is the first priority of the child welfare system. To solve problems and address safety concerns, it is essential for workers and supervisors to actively evaluate safety in all aspects of their daily job functions (i.e. investigations, placement decisions, visitation, face to face contacts, etc).09/10/2015

To support the development of critical skills child welfare workers and supervisors use to keep children and staff safe, the Strengthening Our Focus Advisory Council (SOFAC) has designed an exercise to encourage ongoing communication between child welfare team members. This exercise will incorporate the tools developed in Safety by Design and Signs of Safety, as well as, the discussion techniques utilized during the Michigan Family Team Meetings. In addition, this activity promotes the utilization of developing a written safety plan when hazards are identified. Ultimately, our child welfare system must strive to proactively prevent harm to children rather than responding to harmful situations reactively.

Strengthening Our Focus Practice Spotlight Activity (Due: 11/18/2015)

For this spotlight activity, supervisors are asked to present the enclosed PowerPoint to their staff during a regularly scheduled staff meeting and facilitate a constructive discussion regarding safety. This exercise should take approximately 1 hour in duration with the goal for child welfare staff and supervisors to enhance understanding about the importance of identifying, discussing, documenting, and assessing safety in a variety of situations. The attached "Safety on Site Practice Exercise" template outlines this activity and is used to record the outcomes of the discussion. The intent is to cultivate rich discussion regarding safety planning practices to further staff understanding of this important practice area. Once completed, field offices are to submit one completed Strengthening our Focus: Safety on Site Exercise template per field office to their

respective BSC Director. Private Agency Foster Care providers are to submit their completed exercise documents to Chris Rehagen at RehagenC@michigan.gov.

Tips for Successful Facilitation

Create an inclusive environment:

- **Set Ground Rules** – Prior to the start of the discussion set rules for things such as staying on topic, participation and respecting others contributions.
- **Give Positive Feedback** - Compliment an interesting or insightful comment.
- **Relieve Tension** - Mediate differences of opinion between participants and relieve any tensions that may be brewing.

Keep discussions moving:

- **Increase the Pace** - Energize a discussion by quickening the pace, using humor, or, if necessary, prodding the group for more contributions.
- **Consolidate** - Pull together ideas, showing their relationship to each other.
- **Expand** - Elaborate on a participant's contribution to the discussion with examples, or suggest a new way to view the problem.
- **Devil's Advocate** - Disagree (gently) with a participant's comments to stimulate further discussion.
- **Change the Process** - Alter the method for obtaining participation or by having the group evaluate ideas that have been presented.

Active Listening and Ask Questions:

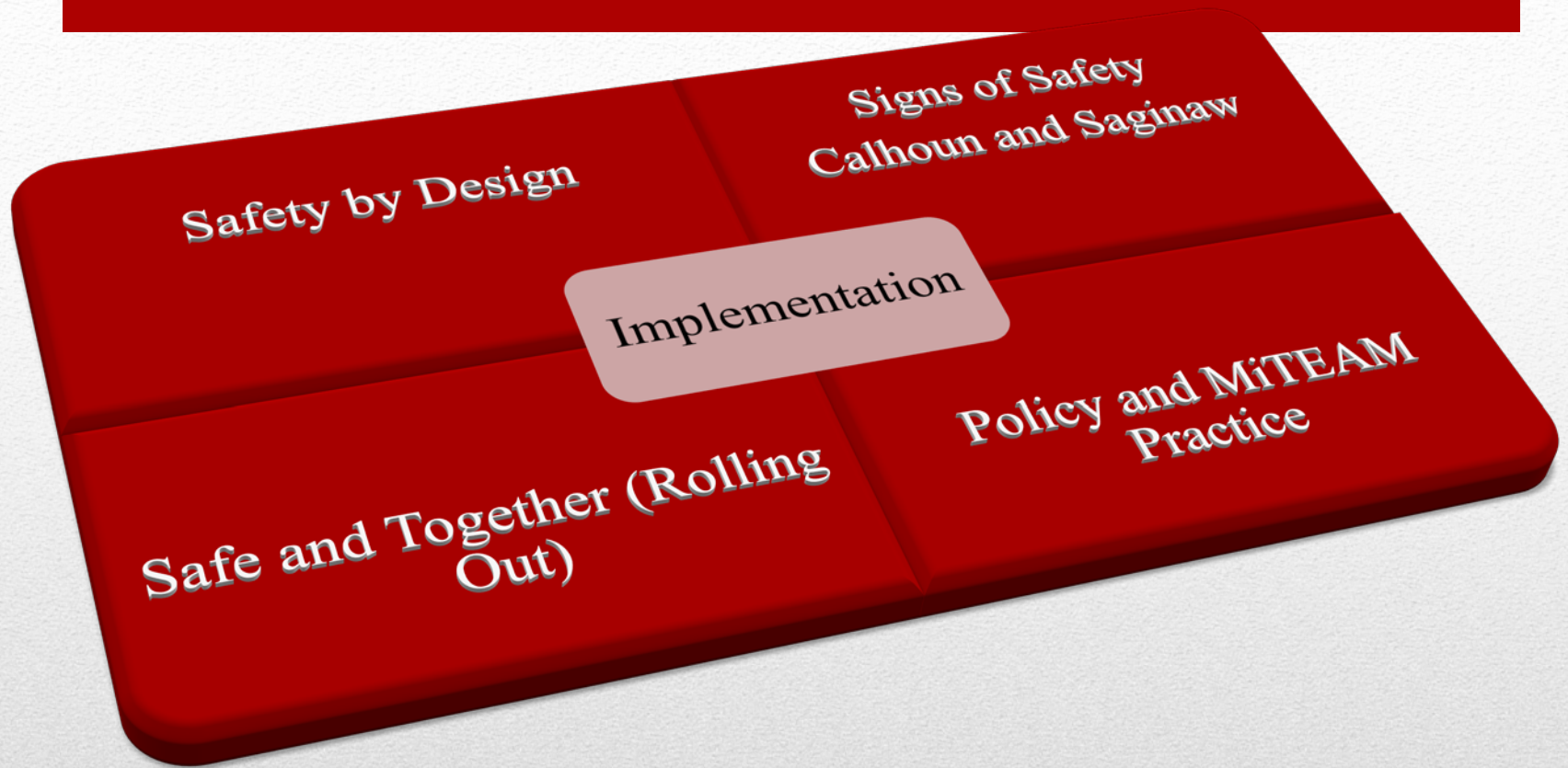
- **Paraphrase** - Paraphrase what a participant has said so that he or she feels understood and so that the other participants can hear a concise summary of what has been said.
- **Check for Meaning** - Check your understanding of a participant's statement or ask the participant to clarify what he or she is saying.
- **Open-Ended Questions** – Ask questions that allow participants to give their opinion or share thoughts, not just answer yes or no.
- **Follow-Up Questions** – Ask questions that allow participants to expand on a comment or provide further meaning to something that has been shared.

Summarize:

- **Summarize** (and record, if desired) the major views of the group.



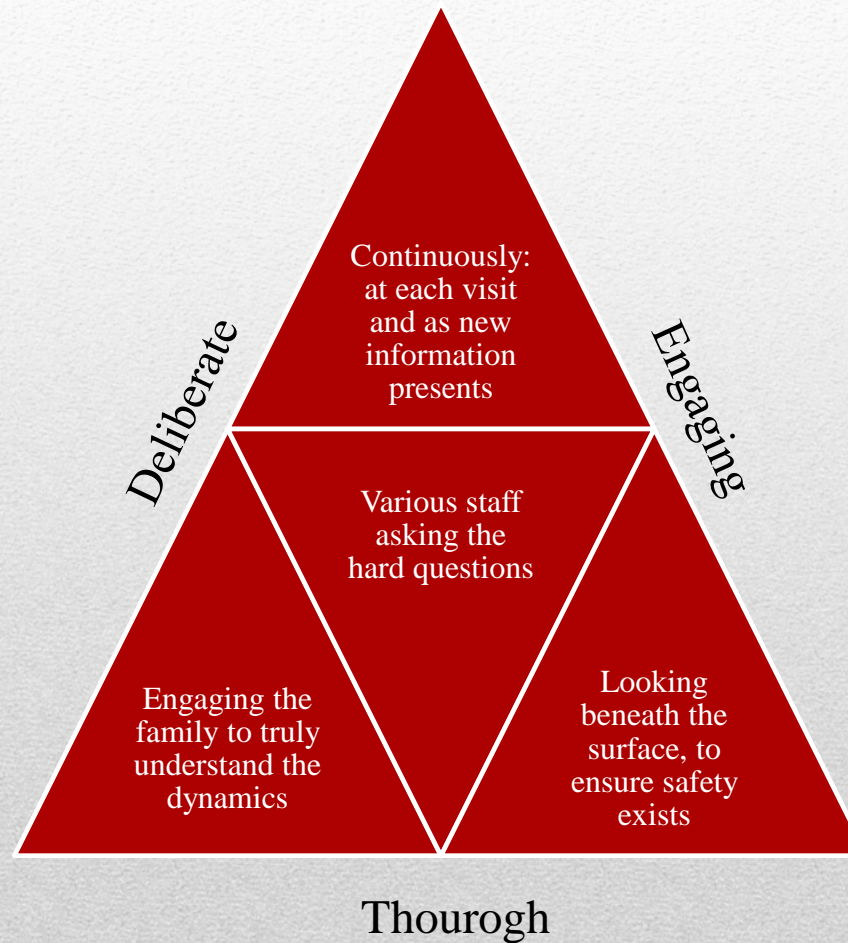
Continuous Safety on Site



Our Efforts to Focus on Safety



Continually assessing child safety means:

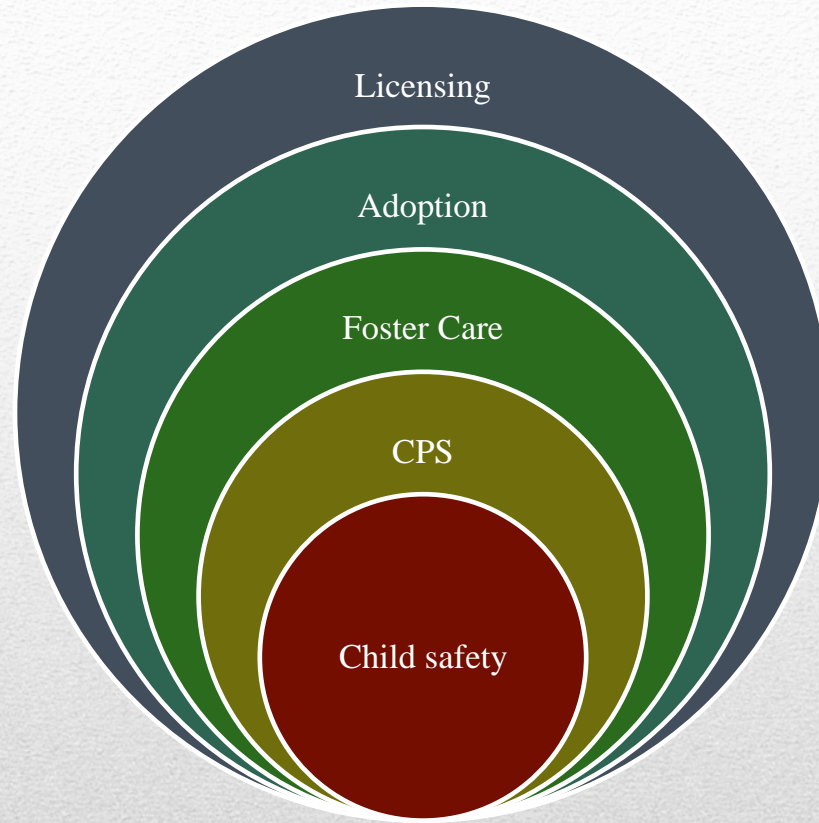




Young children are the most at-risk and need vigilant observation and safety planning.

- ❑ Statistics indicate that over half of the children who have died in this state between 1989-2010 were under 12 months of age.**

- ❑ Between 1991-2013, 61% of the children who have died while involved with DHHS Children's Services were children under the age of 3.**

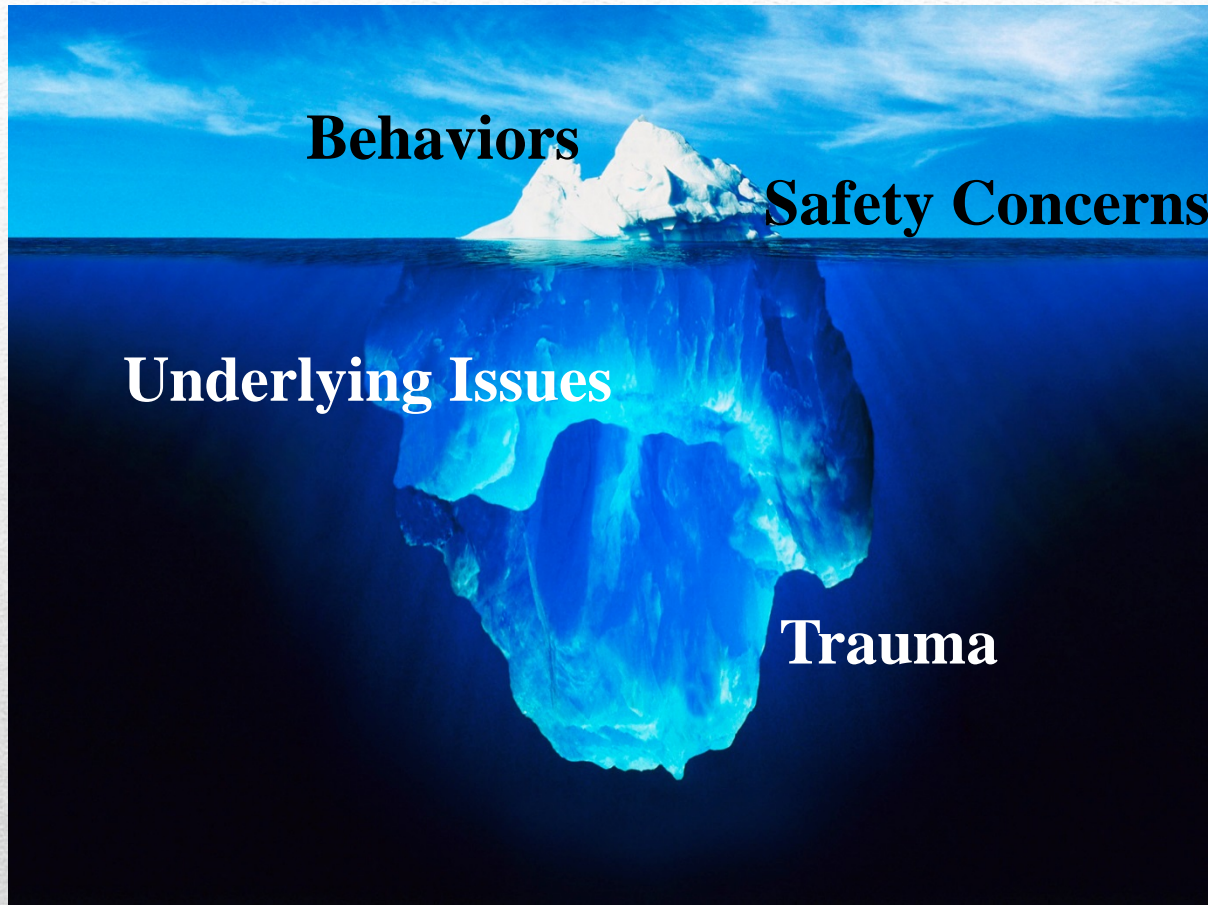


Child Safety:
Every Person Every Time



What are two common findings when child death cases were reviewed?

- 60% of the children who died while in care with the DHHS were missing one or more face to face contact with their assigned staff.
- There was not a safety plan in place.



*Assessing what's underneath the surface is an ongoing process
for all programs*



Proactive
~~Reactive~~

What are the reasons for Proactive Safety Planning?

Are safety plans only for CPS?

When is a good time to safety plan?



What do you see?

How are our observations affected by our experiences?

Did you see the entire picture?

Did you have a process or system that ensured you saw the whole picture?

In respect to identifying child safety issues how do we gain the best possible perspective?





Purposeful Engagement

*Genuineness
Respect*



Empowerment

*Empathy
Competency*

What are the safety benefits of
purposeful engagement?

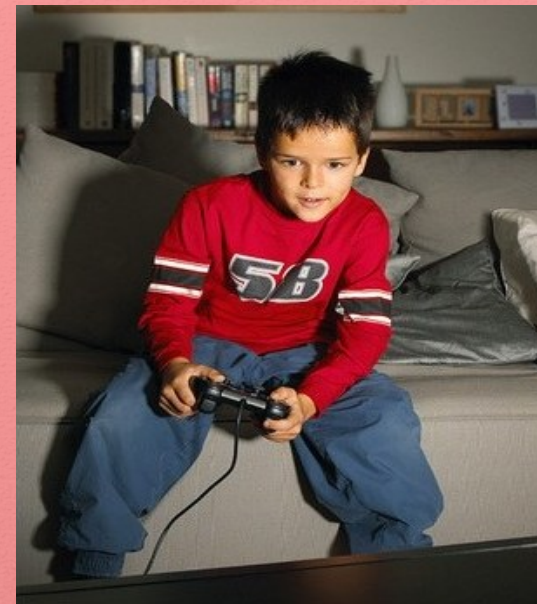
Sharpening Skills

What type of knowledge do you need to identify safety issues?



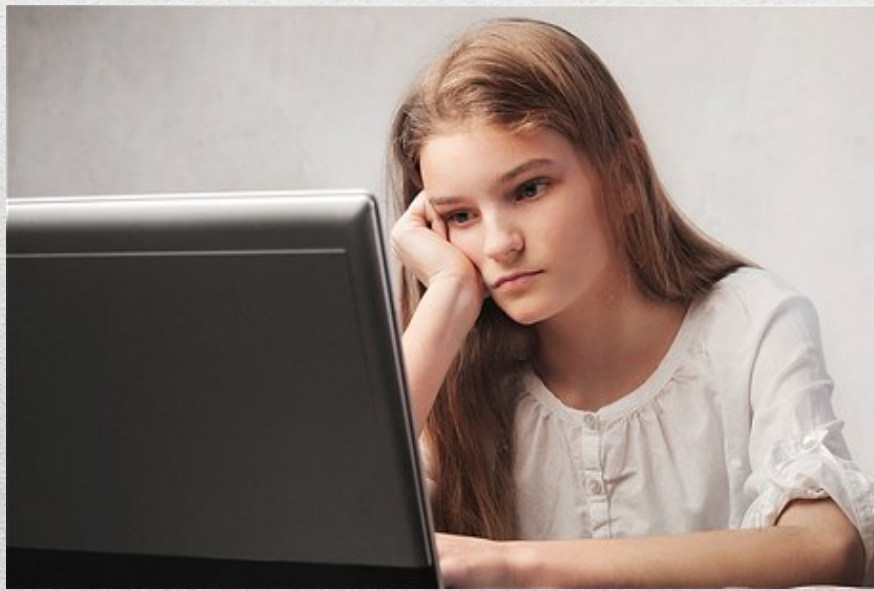


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SAFETY RISK FOR TEENS



What role do co-worker's play in sharpening skills?

Soft skills

Work as a team with co-workers

Hard skills

Read and be aware of changing laws

Knowledge

Don't be afraid to ask questions.





Resources

Strong Families Safe Children Initiative

http://michigan.gov/documents/FIA-sfscsummary_18684_7.pdf?20150709123727

Infant Mortality Report 2013

http://michigan.gov/documents/dhs/Fatality_Annual_Report_2013_472881_7.pdf?20150709123727

Child and Family Services Plan

http://michigan.gov/documents/dhs/Child_Family_Services_Plan_CFSP_2014_473641_7.pdf?20150709124248

MiTeam Child Welfare Practice Model

<http://www.michiganchildwelfaretraining.com/Portals/0/MiTEAM/2-15-12%20MiTEAM%20Model.pdf>

Dog Safety

<http://www.michiganchildwelfaretraining.com/Portals/0/Documents/Binders/Dog%20Safety.pdf>

DHHS Policy Manuals

<http://olm.michigan.gov/OLM/Pages/Home.aspx>

Lisa's Law

<http://www.michiganchildwelfaretraining.com/Portals/0/Documents/Binders/L-01-173.pdf>

Enrolling for Safety by Design through Jjolt.

<http://inside.michigan.gov/dhs/Communications/EmployeeCommunications/CSA/15-030%20Mandatory%20Safety%20by%20Design%20Training.pdf>

Safety and Security

<http://inside.michigan.gov/dhs/Tools/SEM/Pages/SafetyMatters.aspx>

Safe Sleep

<http://inside.michigan.gov/dhs/Tools/Forms/1122/L660BN.docx>

OWDT Link to see all classes

[https://jjolt.famcare.net/genfunc.exe?FULLFUNCTION^LOADSCREEN|SCREENNAME\(O
PENCOURSEDISPLAY\)^](https://jjolt.famcare.net/genfunc.exe?FULLFUNCTION^LOADSCREEN|SCREENNAME(O
PENCOURSEDISPLAY)^)

Working Safer...Working Together

http://inside.michigan.gov/dhs/Tools/Forms/2506/Emergency_Procedures.dotx



Thank you for
participating in this
Practice Spotlight!



Strengthening Our Focus: Safety on Site Exercise

County/Private Agency:		
Submitted by:		Date:

The purpose of this exercise is to encourage county/district offices and private agencies to examine their current safety practices and to expand the usage of written/documented safety plans. Once completed, DHHS offices are to submit this document to their respective BSC Director. PAFC providers are to submit the document to Christine Rehagen at RehagenC@Michigan.gov.

Completed Safety on Site Exercises must be submitted no later than **November 18, 2015**.

For this spotlight activity, supervisors are asked to present the related PowerPoint to their staff during a regularly scheduled staff meeting and facilitate a constructive discussion regarding safety.

1. What barriers exist in our current child welfare system related to the identification of safety concerns?

2. During this exercise what constructive discussions took place regarding safety planning practices? How can these be used to improve safety planning in the future?

3. What training or resources could be helpful to further assist staff with identifying and responding to safety concerns?

4. Did all CPS, Foster Care, and licensing staff participate in this exercise? If not, who did not participate and why?