



# **MiTEAM**

## **Michigan's Child Welfare Practice Model**

### **Local Court Presentation**



# MiTEAM

- Is Michigan's guide to how staff, children, families, stakeholders and community partners work together to achieve outcomes that focus on the **safety, well-being and permanency** of children and their families.\*
- It aligns with the agency's mission and principles and incorporates the following practice skills: **Teaming, Engagement, Assessment, and Mentoring.**

\*National Child Welfare Resource Center for Organizational Improvement: An Introduction to the Practice Model Framework.

# Why MiTEAM?

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.



# Michigan's Outcome Data

- Timeliness and Permanency of Reunification [standard: 122.6 or higher]: **117.1**
- **48%** of cases reviewed adequately addressed needs of children, parents & foster parents. (Well-Being)
- **46%** of cases reviewed made diligent efforts to involve parents and/or children in case planning process. (Well-Being)

# MiTEAM

- MiTEAM has 4 key competencies which all child welfare staff will utilize when working internally and with children, families, tribes, stakeholders, community partners:
  - **T**eaming
  - **E**ngagement
  - **A**ssessment
  - **M**entoring



# TEAMING

Teaming will be utilized to engage families, children and caregivers in case planning, identify family strengths and needed supports, services and resources to achieve positive outcomes. Teaming will also be utilized to support child welfare staff in their day to day work.

## **Some Key Elements of Teaming:**

- Families are empowered to take the lead (**setting agenda, selecting participants and meeting location**).
- Staff, Foster Parents and Relatives serving as mentors.
- Case plans are made with a team and the responsibility of plan development is not with the case manager.

# ENGAGEMENT

A series of intentional interventions that work together in an integrated way to promote safety, wellbeing and permanency for children, youth and families.

## **Some Interventions Include:**

- Solution focused interviewing
- Active listening
- Asking for parent, child and caregiver input
- Listen for needs interests, and concerns
- Assist family members in identifying connections and strengths

# ASSESSMENT

Family-centered assessment skills and tools that combine good case practice, reliable tools and in-depth family input to produce successful outcomes for children and families.

## **Assessment Tools:**

- Safety Assessment (CPS)
- Strength & Needs Risk Assessment (CPS)
- Family Assessment of Needs (CPS/FC)
- Child Assessment of Needs (CPS/ FC)
- Reunification Assessment (FC)
- Safety Assessment (FC)
- Parenting Time Compliance (FC)
- CPS & FC Decision Making Trees



# Concurrent Permanency Planning

- Permanency Plan A and Plan B
- Diligent Relative Searches
- Frontloading Services
- Full Disclosure with families and caregivers
- Increased parental visitation
- Family Team Meeting

# Concurrent Permanency Planning: Parental Visitation

- \* Ages 0 to 2 years of age: 3 visits per week
- \* Ages 3 to 5 years of age: 2 visits per week
- \* Ages 6 years and up: 1 visit per week

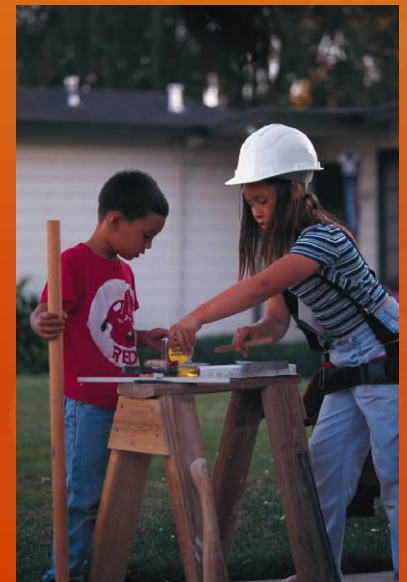


# Mentoring

Partnership between managers, staff, caregivers, parents and children that guides and empowers others in personal or professional growth to achieve positive outcomes.

## **Mentoring Opportunities:**

- Worker child visits
- Worker parent visits
- Worker caregiver visits
- Parent child visits
- Caregiver supervising parent child visits
- Supervisor worker consultation
- Supervisor shadowing
- Peer Coaching



# Implementation Benefits

- Enhances the helping relationship.
- When families feel valued and respected they are more willing to work with child welfare staff, thus increasing the chances for successful intervention.
- Families are more likely to comply with a plan they helped to develop.
- Expands options to maintain family connections.
- Improves the quality and focus of visits.
- Enhances the fit between family needs and service.
- Staff will have practice skills that are reinforced through supportive supervisors.

# Collaboration with the Courts

- Improve communication between DHS and Court System thus, benefiting families by creating a more comprehensive case plan;
- Allows for the development of a cohesive atmosphere for families;
- Improved outcomes for families by addressing the needs of the family identified by case services review;
- Progression of family plans tailored to the family and youth needs based on factually specific outcomes;
- Case Workers assessing needs and meeting needs of family, youth and caregivers better;
- Visitation plans enhanced to increase child and parent bond (planned, purposeful and progressive).

# **Link to MiTEAM Newsletter & Materials**

**Click on MiTEAM link on below web page  
and newsletter is on MiTEAM page.**

**[www.michiganchildwelfaretraining.com](http://www.michiganchildwelfaretraining.com)**



# Questions



MiTEAM Questions Direct to:

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