



Kempe

International Conference on Innovations in Family Engagement

**Continuing the Learning on
Differential Response, Family Group
Decision Making and Other Reforms**



**October 27-30th, 2015
at the Hyatt Regency
Minneapolis**

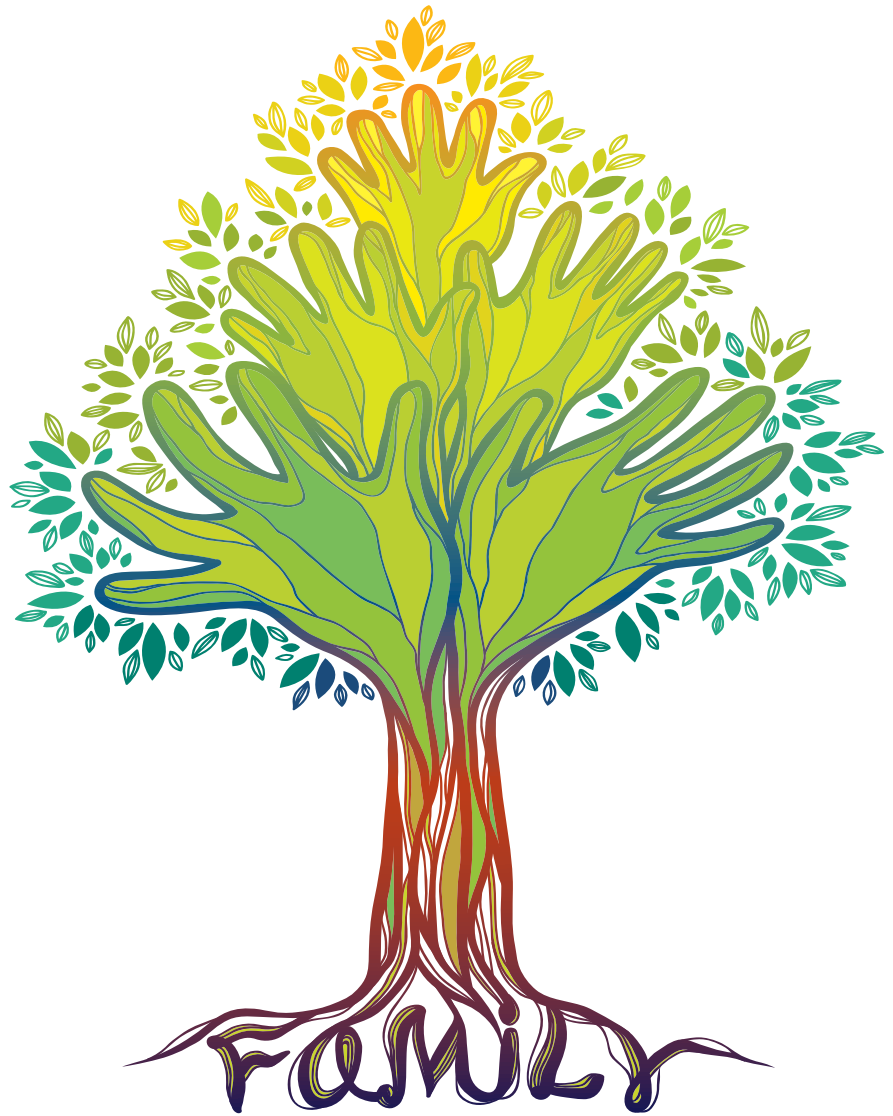
About This Conference

For almost two decades, faculty with **The Kempe Center at the University of Colorado Denver** have been supporting the implementation of innovation in systems and communities that work with vulnerable children, youth, and families, particularly those served by child welfare, mental health, and juvenile justice systems. Three of these more well-known innovations are *family group decision making* (FGDM), *family engagement*, and *differential response* (DR). Disseminator, evaluator, conference and webinar organizer, trainer, technical assistance provider, and thought leader, The Kempe Center fuels leaders' quests to adapt systems to increasingly center on achieving safety, permanency, and well-being through family engagement.

Since 1997, the International Conference on FGDM and Family Engagement has been an annual, invigorating learning platform for thousands who have been engaged in the implementation of FGDM and other family meeting and engagement processes around the globe. **In 2005, our team launched the U.S.-based National Conference on Differential Response, again attracting a global audience of innovators interested in restructuring and revamping the child protective services (CPS) system through the implementation of DR.** Over time, the topics, audiences, and interests of these two conferences began to converge. In addition, we believed that creating one seamless event that brings together the front and back ends of the child welfare system was a valuable pursuit.

Given that FGDM, family meetings, and DR have been implemented in various systems for many years, in some instances for more than a decade, we also believe that, for many implementers, learning needs have evolved and become more specialized and complex. For some, long gone are the days of initial installation; many find themselves in the sustainability phase of implementation. If we reflect back on the initial Differential Response and FGDM/Family Engagement conferences, we would find the majority of sessions reflecting the "how to coordinate a family meeting" or "how to design a differential response system." *While participants will still find sessions that appeal to those in the early adoption or installation phase, we believe that the general sessions on parent and family engagement are applicable to various child and family practitioners and supervisors.*

For these reasons, with this inaugural conference in 2015, we are merging two annual conferences into one event, the International Conference on Innovations in Family Engagement. *Defined as collaboration, partnership, inclusion, involvement, compliance, and cooperation, what is meant by "engagement" is inherently complex.* What is clear, however, is that engagement is a worthwhile pursuit when working with vulnerable populations. The engagement process begins with the first "hello," knock on the door, or telephone call, and it continues throughout the entire relationship between service providers and families. It often extends far beyond the engagement of a parent or caregiver and child to include the extended family/kin system known as the family group and its informal networks.





About Differential Response

Differential response is a child welfare system reform effort that began over 16 years ago in a few counties and states and has expanded quite rapidly in the last few years, resulting in numerous evaluations. **Its core function is to create a child protection system that more effectively responds to the varying needs of families.** In practice and protocol, it is implemented differently across the U.S. and internationally. DR, also referred to as “dual track,” “multiple track,” or “alternative response,” allows CPS to respond differently to accepted reports of child abuse and neglect with a minimum of two pathways: an investigation response pathway, for accepted reports that are typically high-risk and may involve egregious harm to children, and an alternative response pathway, generally applied to those cases that present no immediate safety concerns. In the alternative response pathway, there is not a formal determination or substantiation of child abuse and neglect. Research and implementation experience have shown that, when CPS implements two response pathways, practice across the child welfare system improves.

About FGDM (Family Group Decision Making)

Based on the expertise of an international coalition, family group decision making was defined in 2008 and was revised in 2013 to be a model of decision making that includes six core components. With this conference, however, we recognize that public human service agencies, community-based organizations, and other institutions have been implementing numerous family engagement strategies and decision-making models as a way to provide inclusive and culturally respectful processes when working with families. **The basic belief is that outcomes improve when service providers productively and positively engage the family group in matters that directly or indirectly involve them and their children.** This construct holds true across many systems, including child welfare, juvenile justice, aging and adult protection, education, and mental health. With the implementation of DR, which restructures the front end of the CPS system to create at least two different ways to respond to child abuse and neglect reports, there has been an increased emphasis on engaging caregivers, children, and their family networks during the assessment or investigation processes. Various family engagement strategies and techniques, including some forms of family meetings, are being embedded into child welfare practice in the intake-investigation stages of involvement. As families’ involvement with the child welfare system becomes longer-term, there are many formal and informal opportunities to advance family engagement practices.

One of the strategies that human service systems use as a formal engagement mechanism is various types of family meetings. Such models as family group conferences, family team meetings, team decision meetings, family team conferences, child permanency mediation, child and family teams, family decision meetings, restorative conferences, family safety planning meetings, wraparound services, and family team decision making are some other commonly used family engagement approaches in human service systems. What is true in all of these approaches is that none of these are possible without finding and engaging family. With this, we strongly support the interplay between family finding and family engagement at this conference.

While FGDM is an umbrella term that encapsulates a number of family engagement models, this system reform was defined in a seminal paper titled “Family Group Decision Making in Child Welfare: Purpose, Values and Processes” (2008; 2013). The document, developed in partnership with FGDM leaders worldwide, provides a clear definition of FGDM, thus enabling the accurate classification of family-engagement approaches as FGDM. This conference aims to identify and showcase practices, policies, implementation structures, advocacy efforts, and research that elevate these notions:

At the very least, family groups need to be included in decision making, and, at most, formal systems need to strive to implement processes whereby family groups lead decision making.

- **Family groups are experts on their own lives.**
- **Engaging family groups is a collaborative process.**
- **Child welfare and allied systems are more successful when they combine agency and community resources with natural resources and supports.**
- **Through partnership and engagement with the family and its support system, greater child safety and well-being is possible.**

Who Should Attend

Our previous conferences have sported multi-disciplinary audiences who have represented numerous formal, informal, and community systems and have drawn from child welfare, juvenile justice, and mental health agencies. They typically come from over 35 states, many Canadian provinces, Tribes, and, on average, six other countries. Specifically, target audiences for this event include representatives from public and private child welfare agencies, such as administrators, program managers, supervisors, and specialists; intake, assessment/investigation, ongoing, permanency, foster care, and adoption caseworkers; family meeting coordinators or facilitators, family meeting supervisors, family finders, kinship navigators, policymakers, researchers and evaluators, child and family advocates, family members, foster parents, community members, parent mentors, and community leaders; and those from partnering systems and community providers, such as juvenile and family courts (judges, court staff, attorneys, and other legal professionals), faith-based services, domestic/family violence services, substance abuse services education (including teachers), law enforcement, mental health services, and aging and adult services.



Independent of where you sit and what you do in relation to innovation in human service systems, you will find your niche at this one-of-a-kind event

Session Theme

Participants do not have to select which sessions they would like to attend when registering for the conference. Each session is open on a first come, first serve basis. To assist participants in selecting which sessions to attend, presenters were asked to identify which theme their sessions most closely matched. To assist FGDM or other family meeting coordinators or facilitators in navigating the conference, we have identified sessions (in shaded text) that may be of particular interest to them. These and all sessions are open to all conference participants.



Practice, Skills, and Knowledge

As the populations served by child and family systems change, and research informs practice and policy development in these systems, there is a need to advance skill acquisition for practitioners who are the agency ambassadors. Sessions under this theme focus on a key topic and translate the knowledge into skill development.

Marginalized, Underserved, and Overlooked Populations

It is imperative for child and family systems and their community partners to identify and recognize the marginalized groups that may be overlooked or underrepresented in family engagement processes or overrepresented in these systems. Some examples, though not an exclusive list, are families of color, American Indian families, impoverished communities, fathers, paternal relatives, same-sex partners, faith communities, grandparents, kinship system, extended family, and others that systems have not traditionally included at the table.

Workforce

Supervising, managing, and leading in child and family service systems are unique roles due to the intense subject matter, resources, community expectations, and accountability. Sessions in this theme focus on the support and leadership needed to develop and sustain an engaging workforce in innovations like family engagement and DR.

Aligning Systems' Infrastructure With Family Engagement

Embedding family engagement into the everyday fabric of child and family service systems is more than "holding a family meeting," "soliciting a caregiver's

opinion," "sharing information with family members," or "engaging a family in a family assessment or an investigation"—all which can get diluted to solely "an event." In turn, events can become routinized, mechanical, and beholden to system pressures, with the principles of family engagement becoming unattainable. Aligning systems with family engagement principles requires attention to infrastructure, policies, implementation, and collaboration.

Family Engagement Beyond Child Welfare Systems

There is so much to learn about family engagement practices and policies through the lens of other systems and their implementation experiences. Sessions in this theme may address family engagement in the following systems: schools, hospitals, churches, adult protective services, nursing homes, community mental health agencies, domestic violence service providers, prisons, tribal and urban communities, and juvenile detention facilities.

Research and Evaluation

There is a growing body of international knowledge about family engagement practices and policies, as well as DR implementation. There are random control trial research studies, formal quantitative and qualitative evaluations, fidelity instrumentation, family satisfaction surveys, administrative data, and other analytics that help us understand the knowledge that can be gleaned. Understanding research and analyzing existing data sources help to inform the implementation and sustainability of family engagement practices and processes, and they can be used to formulate policy.

Schedule of Events

**Event times may be slightly adjusted in the final program, and registered participants will be notified.*

Tuesday, October 27, 2015

9:00 a.m. – 4:00 p.m. Pre-Conference Skills Institutes

The Pre-Conference Skills Institutes are offered as a supplement to the conference for an additional fee of \$125. These sessions are capped at 25 participants to provide the best opportunity for learning from and with our expert trainers. When registering for these sessions, you must select the session you want to attend. Lunch is provided.

Child Welfare Supervision: Coaching Conversations That Build Practice Skills

Brenda H. Lockwood, MA, CLC, Butler Institute for Children, Minneapolis, MN; and Russell Rowenhorst, MSW, LICSW, Carlton County Public Human Services, Cloquet, MN

Child welfare supervisors wear many hats. Not only do they assist staff in decision making, time, and case management, but they are also responsible for helping staff improve practice skills and become competent front-line workers. This session is designed to introduce supervisors to strategies that will help them guide staff toward the development of practice skills. Throughout the session, the facilitators will demonstrate different coaching conversation strategies to engage staff in inquiry and identification of areas of strength and need related to their casework practice and to lead to the creation of staff development plans. Participants will have opportunities to practice these strategies and will walk away with practice development plans of their own.

Intervening With Perpetrators of Domestic Violence in DR Cases

Heidi Rankin, David Mandel & Associates, LLC, Canton, CT

Domestic violence perpetrators cause harm to children on our cases and yet are challenging to engage and intervene within case practice. Using DR principles can help support meaningful work with perpetrators. Participants of this day-long workshop will learn, practice, and discuss strategies for engaging perpetrators to reduce harm to children. Participants will be able to identify ways to motivate perpetrators toward behavior change as well as identify various interventions, including services and collaborative efforts that can support child safety and well-being.

Bringing the Family Group to the Table

Renaux Swancutt, LSW, FGDM Coordinator/Facilitator, and Kelli DeCook, MSW, LGSW, Program Director, Family Service Rochester, Rochester, MN

FGDM and DR recognize the importance of the family group in planning for the safety, permanency, and well-being of children, but how do we get the family group to the table? This session will explore discovery tools and resources, along with engagement skills and techniques, to partner with the family and providers and widen a child's circle of support. Areas covered will include the following: How do referring workers and coordinators work together to engage extended family and supports? What strategies can be used to engage family members who are struggling with the idea of widening the circle? What creative Internet and social media sites are helpful in identifying family members? How can mobility mapping be used to engage youth in the process? How does technology assist geographically separated families to be more fully involved? The topics will focus on identifying and engaging family support networks. Be prepared for a day of interactive discussion, practice, and joint learning by all.



Family Engagement Strategies When Engagement Is Challenging

Vicky Kelly, PsyD, MSW, MHA, Director, Division of Family Services, Department of Services for Children, Youth and Their Families, Wilmington, DE

Often, families that most need support can be the most challenging to engage, defeating even the most dedicated caseworkers. This skills-based workshop will integrate research on trauma and attachment in order to increase understanding of challenging behaviors and reactions. Practical skills will address challenges from dealing with inevitable “speed bumps” that rupture connection to more confusing patterns of self-defeating behaviors. Skills for understanding and responding to caseworker reactions of vicarious trauma and burnout will also be included.

Weaving Together Family Group Conferencing/Family Group Decision Making and Anti-Oppressive Practice in Child Welfare

Marilee Sherry, MSW, RSW, and Jacquie Scatcherd, Brant Family and Children’s Services, Brantford, ON, Canada; and Iona Sky, MSW, RSW, Brant Family and Children’s Services and Wilfrid Laurier University, Brantford, ON, Canada

During this interactive skills institute, we will focus on how family group conference (FGC)/FGDM and anti-oppressive practice work together in a child welfare context. FGC/FGDM was created as a response to oppression and is rooted in anti-oppressive principles. For FGC/FGDM to be implemented successfully in the child welfare context, the child welfare agency has to be grounded in a strong understanding and incorporation of anti-oppressive practice. During our time together, we will share some of our own lessons learned and examine how to take into consideration issues of power, transparency, respect for diversity, and inclusivity at every level of decision making in child welfare agencies. Participants will have the opportunity to increase knowledge about the principles underlying the intersection between FGC/FGDM and anti-oppressive practice. Techniques and practical tools for incorporating anti-oppressive practice principles in child welfare agency policies will be shared and discussed, as well as incorporating anti-oppressive practice principles into supervision for FGC/FGDM coordinators. Opportunities to consider ongoing development for FGC/FGDM in participants’ home communities and agencies will be offered. Ideas about how to evaluate the impact of incorporating anti-oppressive practice principles on those receiving child welfare services will be shared.

Total Systems Change: Transforming Practice, Services and Organizational Culture

Paul Nixon, Chief Social Worker, New Zealand Department of Child, Youth and Family, Wellington, New Zealand

This workshop will explore how leaders and managers (including leading practitioners) can change and shape child welfare organizations to deliver services and practice that are empowering and collaborative with children, families and communities. The workshop will include theory, research and practice in the following areas: developing a shared vision for empowering and collaborative services; leading and managing change in organizational culture; promoting best practice; progressive strategy and performance management; developing a reflective and learning culture; keeping a strong child centered outcome focus; staff and Community involvement and consultation; and collaborative evaluation and research. This institute will be a mixture of presentations, interactive group exercises and discussions.

Tuesday, October 27, 2015

4:30 p.m. – 6:00 p.m. Introductory Sessions

The Basics of Differential Response

Amy Hahn, MSW, The Kempe Center for the Prevention and Treatment of Child Abuse and Neglect, Aurora, CO

This session provides a brief introduction to DR, including terminology, differences in models, and evaluation efforts. If you are new to DR or new to the conference, we recommend that you attend this session, as we believe it will help you better navigate the conference. Various models of DR will be explored, as well as the history and evolution of this reform effort in the United States.

FGDM and Family Meetings 101

Lisa Merkel-Holguin, MSW, The Kempe Center for the Prevention and Treatment of Child Abuse and Neglect, Aurora, CO

This presentation will outline the principles and philosophies embodied within FGDM and the processes to coordinate family meetings. The primary family involvement models used in the United States will be described and compared. Individuals with little exposure to or knowledge of FGDM or other family engagement approaches are encouraged to attend.

Wednesday, October 28, 2015

8:30 a.m. – 10:15 a.m. General Session (Breakfast Included)

Opening Keynote: Social Work That Matters

Elizabeth Root, MA, Scott County Department of Human Services, MN

Elizabeth Root is a front-line social worker with twenty years of experience helping families through child protection assessments and case management, FGDM, and adoptions. She provides training and consultation to child welfare workers, giving particular attention to the incorporation of narrative ideas into social work practice.

Opening Prayer

Sutapi – Sharpshooter (Jerry Dearly), Oglala Lakota, Pine Ridge, SD



Wednesday, October 28, 2015

10:30 a.m. – 12:00 p.m. Breakout Sessions

Walking Our Talk: The Values of Family Group Decision Making in Action

Anita Horner, The Kempe Center for the Prevention and Treatment of Child Abuse and Neglect, Aurora, CO

How do the values of FGDM translate into our work with families? What process elements are critical to ensure fidelity to the FGDM values and to ensure that those values drive practice? This session will reflect on the FGDM values and processes that are described in the document “Family Group Decision Making in Child Welfare: Purpose, Values and Processes” (2013). We will discuss ways that each of these values and processes can be actualized by coordinators and other service providers in their daily interactions with families and when using FGDM.

Practice, Skills, and Knowledge

Weaving Family Engagement Into Child Welfare Agency Culture

Marilee Sherry, MSW, RSW, Brant Family and Children’s Services, Brantford, ON, Canada

Many child welfare agencies all across North America are finding ways to include a child’s family in making plans and decisions for the child’s safety, permanence, and well-being. However, the child welfare paradigm in most of North America stresses an expert-driven model rooted in accountability for carrying out the legal mandate to protect children, as well as the belief that safety is created through separating the child from the family that caused the harm. Come join us in exploring one agency’s journey to weave family engagement into the agency’s culture, including some of the components involved and lessons learned.

Aligning Systems’ Infrastructure With Family Engagement

Improved Infrastructure for Collaborative Decision Making in Child Protective Services

Suzanne Lohrbach, KVC Health Systems, Inc., Mantorville, MN; and Michelle Farr, Trista Davis, and Nicole Gilbert, Child and Family Services Agency, Washington, DC

This workshop will focus on a group decision-making process at the screening and pathway decision points in a CPS system that has increasingly prioritized collaborative approaches to working with children, youth, and families. The membership is made up of participants across disciplines. The process integrates a common framework for critical thinking, decision support tools to aid criteria selection and response time, and a decision tree to assist in consistency across referrals and teams. The workshop will describe both process and practice, as well as the results from a readiness audit to address fidelity.

Aligning Systems’ Infrastructure With Family Engagement

Exploring Family Engagement Across Human Services and Education Fields

Penny Putnam-Collins and Christine Tappan, Child Welfare Information Gateway, Fairfax, VA

At the request of the Children’s Bureau, Child Welfare Information Gateway conducted an evidence review on how family engagement is defined and implemented across child welfare, juvenile justice, behavioral health, education, and early education. The synthesis process allowed us to look at research and resources about family engagement within each discipline, and explore and identify commonalities across disciplines. Understanding commonalities and differences in family engagement supports cross-system collaboration among systems often working with the same families. In addition to sharing our findings, the workshop will provide an opportunity for participants to share successes and challenges, including cross-system experiences with engaging families.

Family Engagement Beyond Child Welfare Systems

Using the Strengths, Needs, and Culture Discovery With Families: A Strengths-Based Practice
Susie Barrios and Carrie Furrer, Portland State University, Portland, OR

A strengths approach helps families understand and align their capacities, needs, and resources to improve their lives. The purpose of this session is to train individuals to use the Strengths, Needs, and Culture Discovery (SNCD) process developed for Family Connections Oregon, a combined family finding and family group conferencing model. Adapted for use with families involved with child welfare, the SNCD is a collaborative empowerment assessment approach that brings the family's perspective and knowledge into the planning process by 1) identifying strengths, 2) framing concerns as needs to address, and 3) bringing forth the family's rich cultural context.

Practice, Skills, and Knowledge

African American Babies Coalition: For Us By Us

Sameerah Bilal-Roby, African American Babies Coalition, Saint Paul, MN; Kirsten Johnson, Community Initiatives Manager, Saint Paul, MN; Sharon Henry-Blythe, Family Housing Fund, Minneapolis, MN; and Nedra Robinson, Simpson Housing, Minneapolis, MN

We will share the work of an innovative community initiative engaging families in community change. The African American Babies Coalition is a group of African American community leaders committed to preventing the achievement gap by translating brain development and healthy child development practices into African American family and community life. Through a multi-pronged campaign, the Coalition has partnered with parents, grandparents, and community members to conduct research and launch an awareness campaign. It is now training parents and grandparents to host community conversations that translate brain science and child development research into honest, real, on-the-ground language, ideas, and parenting tools.

Marginalized, Underserved, and Overlooked Populations

Family Assessment Response in Washington State: Preliminary Family and Systems Outcomes
Tonya Aultman-Bettridge, TriWest Group, Westminster, CO; Peter Selby, TriWest Group, Seattle, WA; and Dawn Cooper and David Marshall, Ph.D., Washington State Department of Social and Health Services, Tacoma, WA

This presentation reviews preliminary data from the first 18 months of implementation of family assessment response (FAR) in Washington State (January 1, 2014, to June 30, 2015). Descriptive data includes the characteristics of families served by FAR and an analysis of treatment/ comparison group matching. Early outcomes include child placement rates, new reports of child abuse and neglect, returns to child welfare, and family self-reports of their experience and improvements. Experiences and perspectives of child welfare social workers and administrators will also be discussed. Lessons learned through implementation will be shared.

Research and Evaluation



Wednesday, October 28, 2015

12:00 p.m. – 1:30 p.m. Lunch on Your Own

1:45 p.m. – 3:15 p.m. Breakout Sessions

Family Finding Is Only Scratching the Surface! Now the Real Work Begins!

Melissa Proctor, Casey Family Programs, San Diego, CA; and Holly Parks, Casey Family Programs, Austin, TX

This presentation will focus on the preparation and follow-up work the specialist does with youth, relatives, and the case-carrying social worker to facilitate connections with family. It will highlight issues such as exploring the youth's expectations and desires related to family finding, helping the youth prepare for what may come of the family-finding efforts, and initial and ongoing contact with the relatives. It will also address how to prepare the family for reconnecting with youth who have complex issues related to trauma history and child welfare involvement. Lastly, the workshop will address follow-up work that can help maintain reconnections.

Practice, Skills, and Knowledge

'Ohana Conferencing: A Community-Based Model

Kristine Tuitama, Denise Clark, and Kathryn York, EPIC 'Ohana, Inc., Honolulu, HI

Native Hawaiian families are disproportionately represented within Hawai'i's Child Welfare System. When EPIC 'Ohana began in 1996, it was launched in the predominantly Native Hawaiian community of Waianae. This workshop will describe our beginnings and evolution from Waianae to all of Hawai'i. We will detail current practices, which include family finding, coordination, and facilitation. We will share the experience and study results of a two-year early interventions research project. We will also share our "growing edge"—newer programs that include Men's Circles (father engagement), Imua Circles, and aha hui (community and Native Hawaiian cultural engagement).

Marginalized, Underserved, and Overlooked Populations

FGDM With Safe and Together: A Collaboration to Address Domestic Violence

Malveria Carter, Melissa Arnst, and Stacey O'Rourke, Devereux, Bushnell, FL

This session will explain how Devereux Florida's facilitators, under the direction of the lead community-based care organization, Kids Central, Inc., are using a combination of family team conferences (a model of FGDM) with components of David Mandel's Safe and Together model in partnership with local domestic violence centers to address the issue of domestic violence in child welfare. Facilitators trained in both models use skills to engage, empower, and support survivors of domestic violence while holding perpetrators accountable for their patterns of coercive control that interfere with the survivor's parenting and the children's safety and well-being.

Practice, Skills, and Knowledge

Coaching: Luxury or Necessity?

Stacy Lake, Chuck Nyby, and Joni Brands, Oregon Department of Human Services Child Welfare, Salem, OR; Traci Jack, Casey Family Programs, Houston, TX; and Child Welfare Protective Services Caseworker and Supervisor, Oregon Department of Human Services Child Welfare

Resources are often scarce in child welfare, so using them on a coaching strategy can feel like a luxury. Yet literature and implementation science suggest that coaching is a necessity to achieve true, lasting change. Implementation drivers are key focus areas derived from implementation science that help jurisdictions successfully implement new programs, and coaching is one. Research demonstrates that, when individual- or team-focused coaching is added to traditional training strategies, it significantly improves transfer of learning, increases skill development, and increases worker application of new skills. Join Oregon child welfare in exploring their coaching strategies to achieve a differentiated system.

Aligning Systems' Infrastructure With Family Engagement

How to Create "Weather Proof, Situation Proof, and Time Proof" Safety Plans in the Differential Response Model

Susan Statz and Susan Kaul, Larimer County Department of Human Services, Fort Collins, CO

One of the reservations voiced in reference to DR is the concern that safety is compromised. This workshop will use real case samples to identify how the DR model principles and Safety Organized Practice elements are effective tools in the development of safety plans. There will be a demonstration and discussion on the steps taken from the time of the referral through the development of the risk statement, safety goal, and safety plan, utilizing family meetings and the support network throughout the process.

Practice, Skills, and Knowledge

Promoting a Trauma-Informed Approach to Strengthen Engagement With Native American Families
Megan Hoover, Department of Social and Health Services Children's Administration, Port Angeles, WA; and Jennifer Gaddis, Department of Social and Health Services Children's Administration, Bremerton, WA

Catalyzing positive outcomes for Native American families in the child welfare system necessitates the willingness to employ a trauma-informed practice. This workshop provides education on the impact of historical oppression and genocide on the current social pathology of American Indians. The presenters will discuss trauma-informed engagement and collaboration tactics as utilized in Washington State's work with tribal families. Participants will explore innovative, effective strategies for collaborative work with Native American families with the goal of honoring their culture and promoting the safety, permanency, and well-being of their children.
Marginalized, Underserved, and Overlooked Populations

Creating Affirming and Enduring Networks of Support for LGBTQ Youth in Foster Care
Bob Friend, National Institute for Permanent Family Connectedness, Seneca Family of Agencies, Oakland, CA; Arian Gauff, RISE, Los Angeles LGBT Center, Los Angeles, CA; and Vida Khavar, Consultant, Pasadena, CA

This workshop will detail the challenges the RISE project faced to establish affirming and enduring networks of support for LGBTQ youth in foster care. The panelists will describe the RISE project and detail the historical challenges and barriers to involve birth family and chosen family in a process that affirms the identity of the young person, establishes relational permanence, and promotes legal permanence. The session will identify the approach RISE staff and leadership took to overcome the obstacles that were anticipated and discovered, as well as share stories and data to portray the successes of the project and the challenges that remain.
Marginalized, Underserved, and Overlooked Populations

Elevating the Parent Voice: Improving the Child Welfare System Through Two Innovative Parent Engagement Approaches

Jeri Damman, School of Social Welfare, University of Kansas, Lawrence, KS; and Sherry Tomlinson, Birth Parent National Network, Columbus, KS

The birth parent perspective is critical to understanding how child welfare systems can be improved, but challenges exist in developing methods that elicit meaningful involvement. This workshop presents two successful engagement structures that promote strong parent voices in system improvement efforts: Birth Parent National Network and a Parent Advisory Committee. Presenters share their experiences of both approaches and discuss these in the context of child welfare research and history. The session also explores how meaningful involvement is operationalized and how barriers are addressed. Group discussion focuses on how participants can apply parent partnership structures to their own agencies or communities.
Aligning Systems' Infrastructure With Family Engagement

Wednesday, October 28, 2015

3:30 p.m. – 5:00 p.m. Breakout Sessions

Outside the Lines

Karen Wussow, Crow Wing County Community Services, Brainerd, MN

In this powerful story, Karen describes her journey from poverty, neglect, and abuse to her current position as a social worker in a county agency. Removed from her alcoholic parents at age 9, Karen was placed in an orphanage and a succession of foster homes, where she was virtually abandoned by CPS. Through sheer will and perseverance, Karen overcame high barriers and reached her goal of becoming a social worker.
Family Engagement Beyond Child Welfare Systems

Parent/Family Empowerment Beyond the Courts

Roxanna Foster and Lisa Deputie, Minnesota Communities Caring for Children, Saint Paul, MN

In partnership with Department of Human Services, Division of Child Safety and Permanency, Parent Leadership for Child Safety and Permanency (PLCSP) was formed. Team goals are to connect parents to policy and practice initiatives, develop and promote strategies for prevention and child safety public awareness, promote the protective factors that help keep parents and their families strong, and address systemic and programmatic issues around race/ethnicity and culture. We have created an evidence-based model that leverages parents as leaders to mentor others in navigating systems. This session will feature a panel discussion to share details of this journey.
Aligning Systems' Infrastructure With Family Engagement

Hearing the Male Perspective: How Do We Listen and Connect With Fathers?

Jenny King and Susan Jones Gasman, Center for Family and Community Engagement, North Carolina State University, Raleigh, NC

There is a great deal of significance placed on engaging fathers within the systems that work with families and children. Research provides collaborating evidence supporting the positive impacts fathers have on overall social and emotional well-being of their children. Yet a high percentage of fathers are not involved within their children's lives. Agencies are challenged to effectively engage fathers as a meaningful part of their children's lives while plans are being made within FGDM. This workshop addresses how to fully include fathers through activities and discussions that work toward understanding their walk.

Practice, Skills, and Knowledge

Tools of Family Engagement From the Signs of Safety Approach

Courtney Smith, Children's Hope Alliance, Morganton, NC

This workshop will examine Signs of Safety family engagement tools that specifically address existing safety concerns or potential risk factors. Participants will explore the following tools: 1) Three Houses; 2) Words and Pictures; 3) Safety House; and 4) Future House. These tools not only bring the child's voice into safety planning process, but also motivate parents who don't see the seriousness of the concerns to understand what's happening through the perspective of the child or other people in the family's extended network of support.

Practice, Skills, and Knowledge

Engaging the Family Beyond the Meeting

Stephanie Morrow and Taren Lambert, Alexandria Department of Community and Human Services, Alexandria, VA

Now that the family meeting has been held, what is next? How can child welfare practices support and engage families beyond the meeting? Too often, plans are shelved. Relatives and family supports remain untapped resources. Occasionally, false stereotypes and negative preconceptions about families persist. This workshop will focus on a discussion of common barriers encountered by agencies after holding family engagement meetings and will encourage the sharing of successful strategies to maintain family involvement after the family engagement meeting.

Practice, Skills, and Knowledge

Lifelong Connections Initiative: An Innovative Public/Private Partnership to Promote Family Engagement, Participation, and Permanence

Elizabeth Harris, San Francisco Human Services Agency, San Francisco, CA; Bob Friend, National Institute for Permanent Family Connectedness, Seneca Family of Agencies, Oakland, CA; Patricia Rudden, San Francisco Human Services Agency, San Francisco, CA; Antoine Ghanem, Seneca Family of Agencies, San Francisco, CA; TBD, San Francisco Human Services Agency, San Francisco, CA; and TBD, Seneca Family of Agencies, Oakland, CA

This forum will summarize the gains obtained, the challenges met, and the remaining obstacles for San Francisco Human Services Agency to consistently and meaningfully involve family to support their "kin" in care, while determining how their kin can be safely raised outside of the child welfare system. Panelists will share the Lifelong Connections Initiative model and the latest results, while outlining the strategies that have contributed to the necessary shifts for further installation of the model. Finally, sustainability plans for inculcating this work will be discussed, followed by a question and answer session for participants to share their expertise and experience with sustaining change efforts.

Workforce

Grief, Loss, and Trauma for Children Who Have Lived in Out-of-Home Care

Amelia Franck Meyer, Anu Family Services, Saint Paul, MN

Understanding what happens to youth in out-of-home care, as well as the psychological impacts of those events, is critical to being able to understand how to work with these youth in a way that promotes compassion and healing. This workshop will explore the losses youth experience, which must be grieved, and which result in trauma. This session also highlights a new model for healing highly traumatized and disconnected youth. A toolbox of interventions will be reviewed, as well as the worker's and parent's roles in the healing process.

Practice, Skills, and Knowledge

American Indian Center for Mind-Body Medicine

Linda Eagle Speaker and Donna LaChapelle, Minnesota Indian Women Resource Center, Minneapolis, MN

We will be teaching relaxation and stress reduction techniques from an American Indian perspective using the model from the Center for Mind-Body Medicine; both presenters completed the full certification process. We will begin by choosing six audience members, and the rest will be observers. The structure of the session will include opening meditation; first check in, "Why you are here?"; second check in, "Feelings"; introduce shaking and dancing; and closing meditation.

Practice, Skills, and Knowledge

Thursday, October 29, 2015

9:00 a.m. – 12:00 p.m. Three-Hour Breakout Sessions

Clarity and Grace Amidst the Murky and Conflictual Waters: Bringing the Key Voices Into the Family Group Conferences and Meetings

Ben Bevis and William Schulenberg, SafeGenerations, Chaska, MN

The presenters will bring their experience as trained family group facilitators and licensed Signs of Safety trainers to help participants gain new skills to engage families in enduring safety planning. The presenters will model the importance of engagement on all levels: how to gather, through preparation before the FGDM meeting, and share the voices of the social worker, parents, and children through a simple framework that will lead to purposeful and clear planning for safety and well-being. Participants will practice key elements, tools, and questions that will immediately apply to their work within the agencies and families they serve.

Practice, Skills, and Knowledge

Effective Family Group Decision Making in Domestic Violence Cases

Heidi Rankin, David Mandel & Associates, LLC, Canton, CT

Building on the foundation of FGDM, this interactive workshop will help participants develop strategies for facilitating a family conference with perpetrators, addressing inherent safety issues unique to domestic violence cases and finding creative solutions through the FGDM process for families experiencing domestic violence. Participants will discuss ways to motivate perpetrators through FGDM toward behavioral change to support child safety, as well as discuss challenges and successes of handling domestic violence cases in this process.

Practice, Skills, and Knowledge

A Family's Journey: Achieving Genuine Family Involvement and Family-Driven Plans Using a Differential Response Approach with Family Group Decision Making

Kelly Kjarland, Family Service Rochester, Rochester, MN; and Chad Kirschbaum, Olmsted County Child & Family Services, Rochester, MN

A family's journey in the child protection process that begins and ends with being fully family driven is enhanced by incorporating the core values and principles of both DR and FGDM. By fostering genuine family involvement and engaging the broader family network, the implementation of these two elements can create an environment in which professionals, in true partnership with families, can work toward successfully achieving positive outcomes for children and families. This process will be demonstrated by highlighting real examples of families that were engaged in the child protection process from immediate safety planning to successful long-term planning.

Practice, Skills, and Knowledge

Beyond Engagement: Tools for the Advanced Family-Centered Practitioner

Dan Comer, Child Welfare Trainer and Consultant, Asheville, NC

This workshop provides an in-depth look at unique solution-focused strategies for overcoming resistance, motivating families to make changes, being "different" in an approach to families, and using and developing community supports for families. This training is interactive, skills-based, and fun. This training is designed to revitalize the experienced worker by providing an in-depth look at several therapeutic skills. The training experience is enhanced by a variety of creative approaches to learning which can also be applied to the worker-family partnership.

Practice, Skills, and Knowledge

Training, Supervising, and Coaching in a Differential Response Child Protection System

Sonia Tillman, Ohio Department of Job and Family Services, Columbus, OH

This workshop will provide guidance on successfully implementing a DR system and discuss the key components of sustainability: staff selection process and training, supervising with a new engagement approach, and coaching to the desired model fidelity of practice.

Practice, Skills, and Knowledge

The “Great Caseload Debate” Has Gotten a Little More Complicated: Equitable Case Distribution and Effective Workload Management in a Dual Pathway System

Lara LaRoche, William Brad Gregg, and Kelly Knight, Franklin County Children Services, Columbus, OH

As we route cases to dual pathways, it is necessary to give consideration to the impact on engagement with families and the impact on child welfare professionals. This workshop will walk through equitable case distribution embedded in a teamed approach, as well as explore effective management of a dual pathway workload that includes emphasis on child safety, honoring families, and supporting child welfare professionals by reducing the stress that accompanies high caseloads. An “evolution” of the data-driven approach used at Franklin County Children Services over a five-year period (2009–2014) will be used as the context for this workshop.

Workforce

Levels of Excellence: Building a Strong Foundation for Practice Fidelity

Jeanne Ferguson, Butler Institute for Families, Madison, WI; Christa Doty and Leslie Wilmot, Butler Institute for Families, Denver, CO

What are we aiming for in reaching toward competence and adherence to models of practice? There are as many opinions of what constitutes “best practice” as there are practitioners. We have created a measurement system that sets three levels of performance success: Bronze, Silver, and Gold for three positions within the organization: Workers, Supervisors, and Managers/Administrators. Armed with these descriptors, we will share the use of these standards to support the growth trajectory of agencies within all practice areas. Participants will have an opportunity to begin to craft their own regional/agency standards, built on this foundation.

Aligning Systems’ Infrastructure With Family Engagement

Listening Differently: Hearing Exceptions When Conducting Rigorous and Balanced Assessments With Families

Philip Decter, National Council on Crime & Delinquency, Children’s Research Center, Boston, MA

A major skill needed for engaging families involves listening for exceptions to the problem—times when problems could have taken hold in a family, but the family was able to act in protective, caring ways instead. This seminar will showcase the importance of conducting a rigorous and balanced assessment in child welfare practice and then highlight ways practitioners can have different conversations with the children, youth, and families with whom they work. Particular attention will be paid to micro-skills that help practitioners listen differently when having conversations with families. Workshop participants will leave with new skills they can use immediately.

Practice, Skills, and Knowledge

Thursday, October 29, 2015

12:00 p.m. – 1:30 p.m. General Session (Lunch Provided)

Care that Ignites: The Ultimate in Empowering Practice!

Gaye Hanson, Eagen, MN

With 15 years of experience IGNITING audiences across the country, Gaye Hanson is one of the most in-demand speakers of our time. Her infectious humor and solid, hard-hitting concepts have helped revolutionize how companies, schools, healthcare, military organizations, and individuals face life’s joys and challenge’s. Gaye is a professional member of the National Speakers Association and as a seasoned member of the International Federation of Speakers. Gaye has three children in their teens and twenties, which keeps her almost as busy as her therapist!



Thursday, October 29, 2015

1:45 p.m. – 3:15 p.m. Breakout Sessions

Conferencing Is a Bridge but Needs a Legal Base

Robert van Pagée, Eigen Kracht Centrale NL, The Netherlands

Experience with over 10,000 conferences in The Netherlands has taught that FGC is an activating, democratic, citizens’ decision-making approach that can be used in almost all situations where citizens need a plan or a strategy. However, the system world and the life world have very different structures, ambitions, and cultural procedures. Without a legal right for the life world to first make a plan, families most likely get plans from the menu made by strangers. Conferencing is a strong bridge between the life and the system world to create a plan of all together by cooperation and dialogue.

Practice, Skills, and Knowledge

FGDM in Child Welfare Context: Challenges and Opportunities for Innovation in the Participation of Children and Youth in All Decisions That Affect Them?

Martha Lara and Marilee Sherry, Brant Family and Children's Services, Brantford, ON, Canada

Developing and supporting children's and youths' genuine, active, and meaningful participation is crucial to FGDM. However, like elsewhere, in Ontario, Canada, it is characteristic that in child welfare services the children's capacities are unrecognized, there are imbalances between their protection and participation rights, and the decision-making environment is child-unfriendly. This challenges the rights of children to voice their points of view, to be heard, and to be taken seriously. Innovation in children's participation in FGDM is growing. In this seminar, participants will learn about tensions and opportunities for innovative children's participation in FGDM and discuss a case study.

Practice, Skills, and Knowledge

Family Preservation or Child Safety? How Experience and Position Shape Child Welfare Workers' Perspectives

John Fluke, The Kempe Center for the Prevention and Treatment of Child Abuse and Neglect, Denver, CO; Tyler Corwin, Casey Family Programs, Seattle, WA; Dana Hollinshead, The Kempe Center for the Prevention and Treatment of Child Abuse and Neglect, Denver, CO; Kristen Lwin, Practice and Research Together, Toronto, ON, Canada; Kristina Nikolova, Factor-Inwentash Faculty of Social Work, University of Toronto, Toronto, ON, Canada; and Erin Maher, Casey Family Programs, Seattle, WA

In child welfare, there is sometimes a false dichotomy between child safety and family preservation. In evaluations of FGDM and DR across four child welfare jurisdictions, worker surveys were administered across the child welfare workforce spectrum to caseworkers, supervisors, program directors, and FGC coordinators, asking about worker attitudes, demographics, organizational climate and culture, and job characteristics. An analysis of the attitudinal questions focusing on worker orientation toward child safety and family preservation reveals that staff that have worked in child welfare longer, occupy supervisory roles, or rate agency leadership higher are more likely to be oriented toward family preservation, whereas staff working in the field for a shorter time period, carrying a caseload, or rating the shared vision among staff higher are more likely to be oriented toward child safety. Further analyses found that workers' perceptions of skill level and their confidence in community services also predicted their attitudes. Presenters will review the matched comparison scale that measures worker orientation and discuss implications for casework practice, agency culture, and decision-making around substantiation and placement.

Research and Evaluation

Parents as Partners for Child Welfare

Theresa Davis, Minnesota Department of Human Services, Saint Paul, MN; and Rena Moran, Minnesota Communities Caring for Children/Prevent Child Abuse Minnesota, Saint Paul, MN

Minnesota's Department of Human Services has partnered with Prevent Child Abuse Minnesota (PCAMN) since 2009 to recruit, train, and support parent volunteers to actively participate in reforming Minnesota's child welfare system. The effort, Parent Leadership for Child Safety and Permanency, centers on involving parents as key partners in 1) rethinking and improving child welfare policy strategies and practice initiatives, 2) advancing family-centered practice in the community, 3) promoting the protective factors that help keep parents and families strong, and 4) addressing systemic and program issues related to race, ethnicity, and culture.

Aligning Systems' Infrastructure With Family Engagement

Making It Easier for the Group: Facilitation Skills to Enhance Decision Making in Group Supervision

Heather Meitner and Mollie Warren, National Council on Crime & Delinquency, Children's Research Center, Madison, WI

The key to a successful meeting or consultation is in the process. A skilled facilitator can promote process to enhance critical thinking, ensure respectful interactions, and lead meaningful dialogue to reach shared understanding and agreements. In child welfare, strong facilitation skills are particularly beneficial when guiding group supervision. In this interactive, demonstration-based workshop, participants will learn facilitation frameworks and skills within the context of group supervision, as well as deepen their understanding of how to incorporate group supervision into agency infrastructure. Direct experiences with group supervision will be shared and implementation planning will be discussed.

Practice, Skills, and Knowledge



Trauma-Informed Parenting: An Innovative Approach to Healing Children's Hearts

Tina Feigal, Anu Family Services, Saint Paul, MN

Parents wonder why typical parenting techniques don't work with some kids. Come and learn specific, hands-on, here-and-now methods for kids aged 2–18 who have experienced trauma and also may have ADHD, ODD, attachment disorders, sensory issues, giftedness, or no diagnosis at all. We'll lay aside the "judge, blame, and punish" mentality, which only makes the situation worse, and look at communication's effect on the child's body, where trauma leaves its marks. This is a dramatically different approach for dramatically different results.

Practice, Skills, and Knowledge

Helping Traumatized Systems Move Beyond Child Tragedies

Vicky Kelly, Division of Family Services, Department of Services for Children, Youth and Their Families, Wilmington, DE

When tragedies happen to children served by child welfare agencies, it is traumatic to the child, family, agency, and the community. While we are making efforts to understand the impact of trauma on children and families, we often fail to appreciate the impact at the agency and community levels. Traumatized systems often become reactive and defensive. This workshop provides an overview of how chronic trauma becomes de-stabilizing for staff and partners in the system. Lessons from how individuals heal from and transform trauma are then utilized to create a hopeful vision and strategies.

Workforce

The Family and Friends Plan: Not Just for Cell Phones

Ann Gaasch and Anna VonRueden, FamilyWise, Minneapolis, MN

This workshop will help participants think beyond the youth in front of them, and even beyond the parents, in order to look at the natural supports for the family. It is designed for professionals. It is based upon the work of the National Wraparound Initiative as it is being implemented in Hennepin County. It also incorporates experience from other programming offered by FamilyWise. This approach is supported by research. Connection to important others is a core component of resiliency. Too often, we see that families and natural supports are not integrated in systems, school systems, systems of care, and treatment systems.

Aligning Systems' Infrastructure With Family Engagement

Children at the Center? Involving Children and Young People in Family Group Decision Making

Paul Nixon, Chief Social Worker, New Zealand Department of Child, Youth and Family, Wellington, New Zealand

This workshop, using a combination of presentations, interactive exercises and discussions, will explore effective ways in which children and young people can be involved in family group conferences. The workshop will help participants understand key principles and theories underpinning children's involvement, critically appraise issues of power and its effects on children's participation, examine the research evidence on "what works," consider what good practice looks like, and explore how children might be involved in developing and evaluating family group conferences.

Aligning Systems' Infrastructure With Family Engagement

Thursday, October 29, 2015

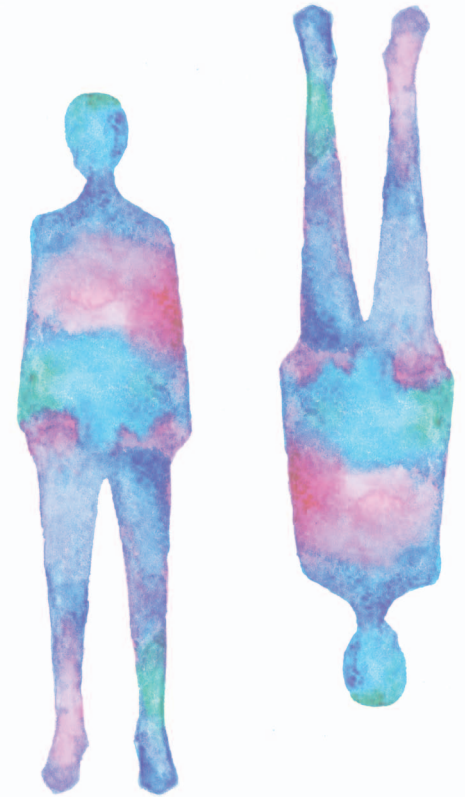
3:30 p.m. – 5:00 p.m. Breakout Sessions

Quality Assurance Case Reviews: Aligning Our Practice and Values

Leslie Wilmot, Butler Institute for Families, Denver, CO; and Jeanne Ferguson, Butler Institute for Families, Madison, WI

"Quality is not an act, it is a habit," wrote Aristotle. Since the inception of family assessment response (FAR) in 2009, the State of New York has worked with local departments of social services, families, and community partners to achieve child safety and family strengthening through their active engagement. Understanding where values and practice align helps facilitate the attainment of these goals. In New York, an annual quality assurance case review process has helped make this possible. Useful in DR and FGDM alike, a QA review highlights strengths and identifies additional training needs, coaching priorities, and new implementation design strategies.

Aligning Systems' Infrastructure With Family Engagement



Rainbow-Colored Shoes: Working With LGBTQ Youth

Iona Sky, Brant Family and Children's Services and Wilfrid Laurier University, Brantford, ON, Canada

This interactive workshop will explore working with LGBTQ children and youth within a child welfare context. We will focus on terminology, factors influencing LGBTQ youth, the intersections of identity (race, ability, class, religion, etc.), and how we can create inclusive, engaging, and welcoming environments and services.

Marginalized, Underserved, and Overlooked Populations

How Do We Engage Youth Involved in Two Complex Systems: Juvenile Justice and Child Welfare? Shared Vision for Success

Yolanda Young, Texas Department of Family and Protective Services, Arlington, Texas; Olga Munoz, Texas Department of Family and Protective Services, Fort Worth, Texas; and Sarita Esqueda, Tarrant County Juvenile Services, Fort Worth, Texas

The Shared Vision for Success (SVS) Program is designed to ensure that youth involved with the juvenile justice system and the child welfare system, as well as their families, receive quality services in both systems in a timely manner. This workshop will describe how the Texas FGDM process is used in its SVS Program. The SVS philosophy and goals will be identified. Information regarding systems collaboration, the SVS case process, joint assessments, family planning, creative engagement methods, and outcomes of FGDM meetings will also be discussed. Please join us as two systems merge to accomplish the shared goal of youth engagement.

Family Engagement Beyond Child Welfare Systems



When Family Finding and Family Engagement Collide!

Deb DeLuca-Forzley, Larimer County Department of Human Services, Fort Collins, CO

When family finding is successful in searching and finding extended family and kinship support, it's exciting to see how these connections help a child/youth find support, permanency, and lifelong relationships. But what if the parents or guardians are not so excited about these efforts? Finding family for children and youth is necessary, and we recognize how important partnering with parents is in helping them plan for their children's safety, permanency, and well-being. We will discuss the importance of working together with families and the timing and manner in which everyone participates in family engagement meetings.

Practice, Skills, and Knowledge

Is There Really No Place Like Home? Assessing Outcomes From a Three-Year FGDM Evaluation

Lisa Merkel-Holguin, MSW, Heather Allan, MSW, and John Fluke, PhD, The Kempe Center for the Prevention and Treatment of Child Abuse and Neglect, Aurora, CO;

Tyler Corwin, PhD, and Erin Maher, PhD, Casey Family Programs, Seattle, WA

This session will present process, outcome, and cost findings from the No Place Like Home project evaluation, funded in 2011 by a three-year Family Connections grant from the Children's Bureau, and focusing on FGDM implementation with the in-home services child welfare population in three sites in Colorado, Texas, and South Dakota. Results around FGDM fidelity and child welfare outcomes for treatment and comparison groups in Colorado (propensity score match design) and Texas (randomized control trial) will be discussed, including implications for practice.

Research and Evaluation

Informed Decision Making: From Screening to Closure

Kari Hohn and Heather Johnson, Olmsted County Child and Family Services, Rochester, MN

Decision making occurs on a continuum, and, whenever possible, families should lead these decisions. However, there are professionally-driven decisions that are needed to be made by a statutory agency. Knowing that safety can be compromised when decisions are made in isolation, this session will focus on group decision making at key points such as screening, case consultation, placement, and court decisions.

Practice, Skills, and Knowledge

Safe and Together: A Perpetrator Pattern-Based Approach to Domestic Violence Cases Involving Children
Kirsten Selleck, David Mandel & Associates, LLC, Canton, CT

Domestic violence cases are incredibly challenging and frustrating in child welfare systems. This introduction to the Safe and Together model will demonstrate a foundation for policy and practice to create a domestic violence-informed child welfare system. Building on evaluation and field-tested practice, this session introduces participants to the concepts of intervening with perpetrators and partnering with survivors to reduce the risk of harm to children. This presentation will address differential and traditional response tracks for domestic violence.
Practice, Skills, and Knowledge

Friday, October 30, 2015

8:30 a.m. – 10:15 a.m. General Session (Breakfast Included)

Transforming the System

Paul Nixon, Chief Social Worker, New Zealand Department of Child, Youth and Family, Wellington, New Zealand

Paul Nixon is Chief Social Worker for Child, Youth and Family, in the Ministry of Social Development in New Zealand. Paul is originally from the UK and has worked for more than 20 years in Child Welfare and protection, always in a statutory setting. Paul has always been interested and inspired by practice and innovations from New Zealand, particularly Family Group Conferences, Restorative Justice, and Whanau / Kinship Care. Previously Paul was Head of Social Work services in North Yorkshire, England.



Friday, October 30, 2015

9:15 a.m. – 10:45 a.m. Breakout Sessions

Dynamics of Family Engagement: An Exploration Into Theories, Precursors, and Outcomes
Dana Hollinshead and John Fluke, The Kempe Center for the Prevention and Treatment of Child Abuse and Neglect, Aurora, CO; Sangwon Kim, Sungkyunkwan University, South Korea; Tamara Fuller and Saijun Zhang, Children and Family Research Center, University of Illinois at Urbana-Champaign, Champaign, IL

While family engagement is a cornerstone in CPS work, empirical studies explicitly identifying dynamics that contribute to or detract from engagement are rare. Disparate definitions and understandings of engagement further complicate the issue. Using a proposed theory of engagement as its framework, this session will describe the results from two studies on the subject to set the stage for a discussion designed to foster a participatory debate focused on the development or refinement of ideas about how to define engagement, theories underlying it, ways of measuring it, and practices that may enhance it. Using data from a large, statewide evaluation of DR, the first study explored the construct of family engagement by comparing the relationship between several commonly-used measures of engagement, family characteristics, and case characteristics. The second study utilized data from a random control study in multiple sites and a progressive series of structural equation models to shed insight into questions such as the extent to which intervention techniques, parent characteristics, the caseworker's reported interaction style, and parents' emotional responses influence their reports of satisfaction and their likelihood of engaging in specific types of child welfare services.

Research and Evaluation

The Journey So Far: Embedding Family Engagement Practices Into a Children's Aid Society
Louise Vandenbosch, ADR-Link, London, ON, Canada; Amy Adams and Derreck Drouillard, Family and Children's Services of Elgin, St. Thomas, ON, Canada

Family and Children's Services of Elgin is a front runner in the province of Ontario for building and utilizing family engagement structures within the child protection agency. They have been able to embed family engagement strategies throughout the life of a case, making appropriate use of family team meetings, Signs of Safety meetings, family group conferencing, and child protection mediation to bring about positive change for families. The agency has been successful in shifting its internal culture. The presenters offer the unique perspectives of "unpacking" these shifts in practice from both within and outside of the child protection agency.

Aligning Systems' Infrastructure With Family Engagement

Weathering the Storm: Holding Strong When There Is Change or Unpredictability in the Child Welfare System

Jessie Stratton and Kari Hohn, Olmsted County Child and Family Services, Rochester, MN

As the social work practice pendulum swings or the political climate impacts social work, how do the core principles of DR remain a constant? How do we hold true to what we have learned to be best practice elements amidst external pressures or changes beyond our control? This session will allow participants to explore strategies that build an agency culture that is hopeful, resilient, and confident.

Workforce

If You Want 2CM . . . Txt Me: How to Engage Adolescents in the FAR Process

Christa Doty and Leslie Wilmot, Butler Institute for Families, Denver, CO; and Jeanne Ferguson, Butler Institute for Families, Madison, WI

A key philosophical tenet of family assessment response (FAR) is including the voices of all family members in the assessment and solution-building process. Many of our tools are geared toward younger children, but how do we engage those hard-to-relate-to adolescents? How do we honor where they are developmentally and still hear their voices? Our time together will be spent exploring creative ways to engage adolescents in the FAR process so that their voices can be heard.

Practice, Skills, and Knowledge

Practice Across All Pathways

Suzanne Lohrbach, KVC Health Systems, Inc., Mantorville, MN; and Lara LaRoche, Franklin County Children Services, Columbus, OH

This workshop will address the polarization of pathways that often follows the implementation of a DR system. The workshop will focus on the integration of the “what” reflected in procedural differences in approach with the “how” reflected in the common ground of critical thinking, comprehensive assessment, family engagement and involvement, tools, skills, and leverage.

Practice, Skills, and Knowledge

Friday, October 30, 2015

11:00 a.m. – 12:30 p.m. Breakout Sessions

Family Engagement and Citizen Review Panels: Collaborations for Continuous Quality Improvement

Joan Pennell, North Carolina State University, Center for Family and Community Engagement, Raleigh, NC; Nicki Perry, Franklin County Department of Social Services and Chair of the North Carolina Community Child Protection Teams Advisory Board, Louisburg, NC; Terri Reichert, North Carolina Department of Health and Human Services, Child Welfare Services Section, North Carolina Division of Social Services, Raleigh, NC

In North Carolina, each of the 100 county Departments of Social Services is charged with convening child and family team (CFT) meetings to engage families in child welfare decision making. Every department is also mandated to support an interdisciplinary citizen review panel called a community child protection team (CCPT) to improve public child welfare. As a result, social services has developed systems for family engagement and community engagement. Based on CCPT survey findings, this workshop will identify family-level and system-level strategies for enhancing family engagement and the necessity of clear links between CFTs and CCPTs for continuous quality improvement.

Aligning Systems' Infrastructure With Family Engagement

Support Planning for Sustainability

Deb DeLuca-Forzley, Larimer County Department of Human Services, Fort Collins, CO

A strong support network can make the difference in the success of the family being able to maintain safety for the child once child welfare has been removed from the family system. While most families' intentions are nothing but the best, the reality of the plan being successful is another matter. There is the challenge of finding and helping the family develop its natural support network with the trust that family members will follow through with the support plan created. The next challenge is maintaining that trust, enacting the plan over time, and reality testing the details of the plan.

Practice, Skills, and Knowledge



Partners in Change

Dan Comer, Child Welfare Trainer and Consultant, Asheville, NC

It is now clear in human services that working in partnership with the individuals and families we serve is likely to lead to better outcomes and more lasting change. However, moving away from being the “expert” and the “authority” requires not only a shift in perspective for workers and systems, but also a great deal more skills and tools. This session will demonstrate a proven curriculum that not only gives front-line staff the tools they desire, but, through “inside-out” training strategies, allows them to experience and feel the real mind-shift necessary to truly partner with the families they serve.

Workforce

Got Grief? Toolbox for Helping Youth That Have Experienced Grief, Loss, and Trauma

Mechele Pitt and Brenda Anderson, Anu Family Services, Saint Paul, MN

This workshop provides an overview of the Intensive Permanency Services model, which integrates best practices in trauma-informed care to assist youth in resolving their past losses and preparing youth for permanency while seeking, engaging, and developing caring adult connections for youth. Participants will receive multiple trauma-informed tools and activities used to assist youth with resolving past grief, loss, and trauma and developing healthy and emotional connections. Participants will increase awareness of skills needed to guide youth in developing emotional readiness for permanence, whether adoption, reunification, placement with a permanent support, etc. Program outcomes will be shared with participants.

Practice, Skills, and Knowledge

Engaging Families to Build Safety Through Effective and Meaningful Case Planning

Crystal Shackelford, Riverside County Department of Public Social Services, Riverside, CA; and Sylvia King, Noelia Sanchez, and Jennifer Costello, Riverside County Department of Public Social Services, Indio, CA

Riverside County, CA, will present our innovative use of the Case Plan Field Tool along with our efforts to engage families in the process of identifying their strengths and needs to develop an effective and meaningful case plan that builds safety through behaviorally-driven objectives instead of focusing on service compliance. We will include an overview of the Case Plan Field Tool, offer strategies for implementation, detail our innovative efforts toward practice change, and provide examples of the benefits experienced from the perspective of a child welfare manager, supervisor, social worker, and parent. Initial descriptive and outcome data will also be provided.

Practice, Skills and Knowledge



About Minneapolis, Minnesota

Minneapolis, often named one of the best cities to live, will be hosting this year's conference. Minneapolis is situated on the banks of the Mississippi River next to its Twin City, Saint Paul. The event will be held downtown on the Nicollet Mall, a pedestrian street at the center of shopping, dining, and attractions. Take the Light Rail to the famous Mall of America, filled with over 520 stores, 50 restaurants, concerts, exhibits, a theme park, and an aquarium.

Registration

Registration is only \$375 if you register before September 15. Registration includes your attendance to all of the breakout sessions on Tuesday evening through Friday. Included in your registration fee are all conference materials and three meals provided at the event. If you are interested in registering for the Pre-conference Skills institutes on October 27, please see below. Participants who register between September 15 and the start of the conference will pay \$425. Registration any time after October 26, 2015, will have to be done on-site and will cost \$425.

Registration Instructions

Online Registration: Visit <http://www.etches.com/familyengagement>. Online registration offers the option to pay by credit card for one registrant at a time.

OR

Group Registration and/or Payment by Check: If you prefer to register multiple participants with the same method of payment or you need to pay for registration with a check, please email nyla.nasser@childrenscolorado.org, and she will provide you with a form to complete and/or instructions for where to mail the check.



Lodging & Travel

This year's conference will be held at the **Hyatt Regency Minneapolis** on the Nicollet Mall. This recently renovated hotel is located in the heart of downtown Minneapolis and features a restaurant specializing in local grown, seasonal cuisine, Prairie Kitchen & Bar, an indoor pool, a 32,000-square-foot gym and basketball court, and easy access to the Light Rail. We have secured a reduced rate of **\$133 per night** for single or double occupancy (plus 13.4% tax). Each additional guest will be charged \$25, up to quadruple occupancy. Room rate is based on the federal per diem, which at the time of posting this brochure was listed as \$133 per night. If the per diem changes, the hotel will contact anyone who has made a reservation. We have a limited room block and suggest that you make reservations early to secure the reduced room rate. Whether or not the room block sells out, the reduced rate will not be available after October 5, 2015. This rate includes high-speed Internet. We cannot guarantee that the reduced rate will be available to all participants. Please also note that we do not have an overflow hotel, so you will be required to find your own accommodations in the area if the hotel sells out. **Make your reservation by October 5, 2015, online at <https://resweb.passkey.com/go/Kempe2015> or call 1-888-421-1442 and mention the "Kempe Center" rate.**

To Minneapolis -- The Minneapolis-Saint Paul International Airport (MSP) is served by most major and discount airlines and provides numerous daily flights all over the U.S. and internationally.

To the Hotel -- The hotel address is 1300 Nicollet Mall, Minneapolis, MN 55403.

Airport Shuttle

We have arranged a discounted rate with SuperShuttle of Minneapolis. The one-way rate between the airport and the hotel is \$15 plus a \$1.60 surcharge or round trip for \$24 plus a \$3.30 surcharge. Gratuity is optional. Sedans, SUVs, and exclusive vans for larger groups are also available at a discount. Visit <http://groups.supershuttle.com/kempe.html> to make your reservation.

Link Light Rail

The hotel is located about a half-mile walk from the Nicollet Mall Light Rail Station. A free bus travels up and down the mall each day.

Taxi

Taxi service is readily available from the airport and hotel. The average taxi fare is \$40 from the airport to the hotel.

Parking

Valet parking is available at the hotel for \$32 per night, and self-parking is available for \$17 per 24-hour period, including in-and-out privileges.

Attire

Business casual attire is encouraged at this event. The temperatures in the conference rooms will be monitored for your comfort, but we do recommend that you bring a shawl or sweater with you, as it does take a while to adjust the temperatures, and the conference rooms are often quite cool at the beginning of the day.

Pre-Conference Skills Institutes

This year, we are offering **six day-long Pre-conference Skills institutes for an additional fee of \$125**. This fee includes registration for an intensive classroom skill-building session, which will be capped at 25 participants each. Lunch will also be provided. Pre-conference Skills institutes will all take place on Tuesday, October 27, from 9:00 a.m. – 4:00 p.m. When you register, please select the session you would like to attend. If a Pre-conference Skills institute has fewer than 10 registrants, we reserve the right to cancel the session. If this occurs, we will notify you to see if you are interested in attending a different session or if you would prefer to be refunded your fee.

Exhibitors

Are you interested in exhibiting at the conference? With hundreds of professionals in child welfare attending the conference, it is a great way to share your resources, knowledge and professional services! Exhibitors will be charged \$500 for a booth in the center of the conference activities and be listed in the conference program. If you are interested in exhibiting, please contact Nyla Nasser at nyla.nasser@childrenscolorado.org.

Continuing Education Units (CEUs)

Participants may earn up to 15 CEUs by the Washington Chapter, National Association of Social Workers (NASW) for Licensed Social Workers, Licensed Marriage & Family Therapists, and Licensed Mental Health Counselors. If attending the Pre-conference Skills institutes, you can earn an additional 6 credits. CEUs are available for \$20. Participants will be required to collect a presenter's signature at each session they attend.

Cancellations

Any request for a refund must be received in writing no later than September 25, 2015. A service fee of \$100 will be charged for all cancellations received by September 25, 2015. Cancellations after September 25, 2015, and before October 26, 2015, will be charged one-half the conference registration fee. Cancellation notifications received after October 27, 2015, are not eligible for refunds. You may substitute your registration with another person's without a charge. Please send substitutions and cancellation notices to nyla.nasser@childrenscolorado.org.

Questions about the conference should be directed to amy.hahn@childrenscolorado.org or by calling 303-630-9429.

