

City of Alexandria, Virginia

Strengthening Team Development & Rapport: A FAPT Perspective

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3rd Annual CSA Conference, March 2014, Roanoke, VA



Strengthening Team Development & Rapport: A FAPT Perspective



- Background: In FY2012, the City of Alexandria CPMT embarked on a new approach for the FAPT team review of child welfare cases. This session will focus on how that new team process evolved, formed and has strengthened.

- Learning Objectives
 - 1) Essential Training Curriculum
 - 2) Defined Team Member Roles
 - 3) Defined Team Goal



Presentation Outline

- ACPMT Goal for FAPT Team
- ACPMT Values
- ACPMT Vision for FAPT Team
- FAPT Team Consolidation
- Essential Training Curriculum
- Training Outline
- Staffing a Team Approach
- FAPT Team Member's Role
- Team Development
- Outcomes

ACPMT Values



- All children deserve safe, nurturing, permanent homes with permanent family connections
- Child safety is first and foremost
- Parents have the right & responsibility to raise their own children

ACPMT Values



- Families and youth perspective must be honored & options must reflect the family values/preferences
- Children can be served in Alexandria. When exception to this must occur, placements are of the shortest duration
- Coordinating community services to transition or maintain children in their homes and communities is a public responsibility. Public community agencies should serve the community in this role.

ACPMT GOAL for FAPT Team



Enhance a collaborative, merged system of high quality care between the FAPT and those seeking service funding approvals



ACPMT Vision for FAPT Team

- Professionalize the team
- Incorporate the assignment to the team into staff evaluations
- Require extensive training before starting reviews
- Expand and strengthen the UM/UR requirements for FAPT

FAPT Team Consolidation



BEFORE

- Six Teams
- Monthly Meetings
- Learn on the Job
- Fragmentation
- Silo Focused

AFTER

- Two Teams
- Weekly Meetings
- Intensive Training
- Collaboration
- Specialization

Essential Training Curriculum



- Formal 10 week training schedule (mandatory)
- Based on principles and values of System of Care
- Ensure services and plans are family driven, youth guided, community based, individualized, culturally competent, strength based, outcome based
- Wraparound: Team based collaborative best practice focusing on natural supports and professional services to maintain youth with their families in their communities
- Highlights of training outline and on the job training (see handout on FAPT Training Schedule)



Staffing A Team Interagency Approach: Relationship Building in the City of Alexandria

- DSS
- Court
- School
- CSB
- Family Rep
- CSA Staff
- Intensive Care Coordinator
- Wraparound Case Manager
- Youth Review Team
- CPMT
- Child Welfare Social Worker
- Probation Officer
- IEP Coordinator
- Private Providers
- Families
- Youth
- Treatment Team Meeting
- Family Group Conferences
- Family Partnership Meetings

Team Roles- More Defined



- See handout on FAPT Team Roles

Team Development



- Team Agreement on Structure
- During FAPT, what is process?
- Ongoing training during FAPT of other resources within the City
- Quality control of service providers- UM/UR
- Review of Policy and Procedures Manual
- Service providers manual
- Survey and evaluation from child welfare services staff
- Support from ACPMT and ongoing meetings
- Open discussion about successes and issues
- Six Sigma process improvement project

Why is it effective, and why does it work?

OUTCOMES



- Increased collaboration among community members/partner
- More consistent review process
- Increase in family participation

OUTCOMES



- Established relationships with community providers
- Broader range of community based services
- Community based services are more timely

OUTCOMES



- Shift in child welfare staff's view of FAPT process
- More collaboration and effective communication with child welfare Family Services Workers
- Reduction of youth placed in or re-entering residential care and shorter stays

Questions? Contact...



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