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PA Child Welfare Resource Center

**207: Introduction to Family Group Decision Making (FGDM): Part II**

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**Section I: Welcome and Introductions**

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**Name Tents**

**Upper left:** County/agency at which you work

**Upper right:** Your current position in the agency

**Center:** Name

**Back :** One thing that you would like to learn from this training

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### Agenda

- Day I:
  - Welcome and Introductions
  - Review of Family Group Decision Making (FGDM): Part I
  - Preparing for the Meeting: Working with Families
  - Preparing for the Meeting: The Delicate Balance of Coordinating
  - Preparing for the Meeting: Working with Service Providers (Continued to Day 2)

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### Agenda

- Day II:
  - Preparing for the Meeting: Working with Service Providers (Continued from Day 1)
  - The Meeting: Phase I & Phase II
  - The Meeting: Phase III
  - The Meeting: Phase IV
  - After the Meeting: Plan Follow-up/Meeting Follow-up
  - Mock Family Group Decision Making Meeting
  - Wrap-up and Evaluation

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### Competency and Learning Objectives

- Competency
  - 207-4: The child welfare professional can use assessment data to collaboratively develop an appropriate, culturally competent case plan with the family, and can develop and link supportive family and community resources.
- Learning Objectives
  - Participants will be able to:
    - Coordinate the FGDM process; and
    - Facilitate an FGDM meeting.



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### Strengths Interview

- Identify an interviewer, interviewee, and an observer.
- The interviewer should solicit three strengths from the interviewee, writing each strength on a separate 3x5 index card. The interview should take 2 to 3 minutes. The observer should observe the interaction between the other two and take note of how the interaction occurs. When the interview is complete, take 2 to 3 minutes to process how the activity felt.
- Rotate roles (i.e., interviewer, interviewee, and observer) clockwise until each person at the table has had the opportunity to fill each of the roles, allowing 2 to 3 minutes for each interview.

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### Section II: Review of Introduction of Family Group Decision Making (FGDM): Part 1

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### Family Group Decision Making (FGDM): Part I Review

- What are the four stages of the FGDM process?
- What are the six questions to consider when “Stacking for Success”?
- What parties are involved in the FGDM process?
  - For each party, offer two to three things for which that party is responsible.

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**Learning Objectives from Part I (Overview of FGDM)**

- At the end of the training, participants will be able to:
  - Describe the FGDM process;
  - Identify values and beliefs that drive the FGDM process; and
  - Complete a referral for the FGDM process.



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**Section III: Preparing for the Meeting: Working with Families**

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**Coordinator's Initial Meeting with the Referral Source**

- Review the information on the referral form
- Clarify the Purpose
- Identify any potential dates for the Pre- Conference meeting and the FGDM meeting
- Widen the Circle
- Discuss any family dynamics that may have an impact on the process
- Exploring any safety-related issues
- Review the Stacking for Success questions

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How to Engage Children

- What strategies do you currently use to build rapport with children?
• What additional strategies could be used?

Handwriting lines for page 13



Tools for Discovering Connections

- Connectedness Mapping
• Historical Mobility Mapping and Flow Diagrams
• Connectograms



Handwriting lines for page 14



Section IV: Preparing for the Meeting: The Delicate Balance of Coordinating

Handwriting lines for page 15



The Delicate Balance of Coordinating

- Who is Invited?
- Information Sharing
- Safety Issues
- Neutrality
- Scheduling




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Section V: Preparing for the Meeting: Working with the Service Providers

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A Good Purpose Statement...

- Addresses Safety, Permanency, Well-being and/or Balanced and Restorative Justice;
- Motivates everybody to attend;
- Is significant enough to have all the family invested in attending;
- Is mutually agreed upon by all who attend the meeting; and
- Is clear and understandable.




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Pre-Conference

- Held prior to the FGDM meeting
Involves FGDM staff and Service Providers
Purpose is to discuss the purpose and goals of the FGDM meeting
FGDM Pre-Conference Involves:
- Introductions
- Discussion of strengths
- Explanation of the paradigm shift
- Discussion of concerns:
- Discussion of roles
- Familial
- Bottom-line
- Review of the purpose
- Identification of resources
- A brief overview
- Safety considerations

Horizontal lines for notes on page 19



Service Provider Responsibilities

- Be positive
Use family-friendly, non-clinical language
Be prepared to:
- Discuss strengths and concerns
- Explain what your agency does
- Share services available in the community
- Uphold confidentiality
- Support the family plan
- Follow through with implementation

Horizontal lines for notes on page 20



Section VI: The Meeting: Phase I & Phase II

Horizontal lines for notes on page 21



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## Phase 1: Welcome & Introductions

Family Ritual	Roles	Purpose	Guidelines
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## Phase 2: Information Sharing

Strengths	Concerns • Family Concerns & Bottom-Line Concerns	Resources
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### Underlying Concerns

- The following questions will help you identify the concern under the concern:
  - Can you tell me more about that?
  - What concerns you most about that?
  - What worries you most about that?
  - Do (or did) you know that they worry about that?
  - Can I ask them why they worry?
  - Would it make sense to...?
  - I know this is difficult to talk about, but can you tell me more about that?



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**Section VII: The Meeting Phase III**

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**Phase 3:  
Private Family  
Time**

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**Section VIII: The Meeting: Phase IV**

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## Phase 4: Presentation of Family Plan and Acceptance

Family Ritual	Conclusion
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### What Participants Think: Recommendations and Safety

Data from the FGDM Statewide Evaluation suggests a majority of natural supports and professional supports would recommend FGDM to other families and believe children will be safer as a result of the plan.

Natural supports include biological and step parents, siblings, friends, neighbors, and relatives.

Professional supports include child welfare professionals, JPO, school professionals, and behavioral health providers.

(Statewide FGDM Evaluation, 2015)

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### Section IX: After the Meeting: Plan Follow-up/Meeting Follow-up

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## Section X: Mock Family Group Decision Making Meeting

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## Section XI: Wrap-up and Evaluation

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## Questions and Answers



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