

Values Driven Practice Approach for Youth and Families

Presented By:

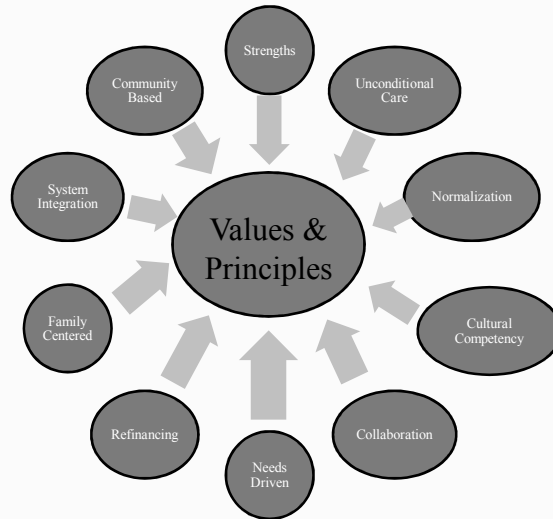
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What Is Wraparound?

Wraparound is a family driven process where a plan unique to the family is created utilizing the strengths and supports of the Child and Family to meet their needs and reach their desired outcomes

In Wraparound, Child and Family Teams are formed made up of the family, friends & providers to create this individualized tailored care plan

Elements of Wraparound



What is needed for this approach to work


- Values driven Leadership
- A coordinated system of care where it is embedded
- Cross system training
- A shift in agency culture
- Knowledgeable and experienced Wraparound based supervision and support
- Ongoing coaching and consultation
- Wraparound based QA/QI
- Transparent data and outcomes



Coaching to the Practice Model- What does it take

- Knowledge of the Model- what, how and WHY
- Interactive abilities with staff- skill set needed to individualize coaching to the needs of the person being coached
- Ability to individually trouble shoot- both at the system and family level
- Innovation and Installation-adapting to design, community and system needs

Avoid oversimplification through use of “fidelity checklists”



How the Practice Model Guides Planning Process





Values in Action: Family Centered/Youth Guided

- Agency culture welcomes youth and family involvement
- Staff use family friendly language, speaking and documenting
- Information is shared with permission only and on a need to know basis with respect for family privacy
- Meetings or staffing are not held without the youth and family present
- Brochures, documents, spaces are sought out, reviewed and approved by the families they will be serving
- Youth and family events held monthly
- Youth and family participation in all planning meetings
- Youth and family approve the written plan of care



Values in Action: Strengths

- Staff embrace and adhere to strength based language in conversation and documentation
- Staff are taught to reframe in a meaningful way that leads to hope for the families and realistic planning
- Creative resource development and planning is encouraged and supported
- A strength based agency culture is promoted through effective leadership and policy and procedure
- Youth and family strengths are reviewed and enhanced at each team meeting
- Plans of care reflect strengths in the family narrative and strategies, not just reflected in a list



Values in Action: Needs

- Child and family teams respond to the unique needs of youth and families in their communities
- Staff are trained to listen to needs rather than diagnoses and deficits only
- Plans of care are developed that are responsive to the individualized needs of youth and families rather than service driven based on what we have and know



Values in Action: Culture & Normalization

- Agencies demonstrate diversity in their hiring practices, policies and training
- All committees, trainings and events have youth and family input, membership and participation
- Family norms and culture are sought out, embraced and incorporated into the family's plan for the success of the family
- Training/educational opportunities are promoted for the decrease of bias and stigma associated with mental health or diversity
- Overutilization or duplication of formal services is discouraged while promoting support unique to each family's needs.



Values in Action: Community Based/Refinancing

- Money flows in the system of care to support needs at the community and individual family level
- Agencies are imbedded in the communities where the families live and/or are easily accessible.
- Operating hours of business, meetings, trainings and events are responsive to families' schedules
- Families get what they need rather than what we have
- Plans of care reflect creative use of existing resources
- Youth are kept with families in the community of their choice



Values in Action: Collaboration/System Integration

- Agencies are at the table to break down barriers and partner in an effective and sustainable way on behalf of families
- A single care plan format has been developed to decrease confusion, avoid duplication of efforts or dollars and enhance coordination for the best care of youth and families
- A effective communication channel has been developed; ideally a shared management information system
- One family, one plan representing individualized care



Values in Action: Never Give up/Unconditional Care

- Agencies are not permitted to kick kids and families out of the very programs established to meet their needs.
- Blame the plan if it isn't working, not the family
- Develop methods to hold everyone accountable for follow through on promised actions in committees as well as plan of care meetings
- Develop methods to measure outcomes (benchmarks) and remain outcome driven
- Utilize supervision as needed when feeling challenged



Lessons Learned:

- Make a plan- partnerships are a must
- Be prepared to work through the barriers
- Keep the excitement going
- Be specific and outcome oriented
- Remain vigilant; this work is not stagnant
- Celebrate your successes
- Lead by example
- Use the principles of Wraparound as your compass
- Never give up- families deserve your best!



Questions and Discussion

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