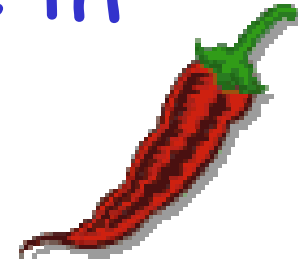


Effective practice in wraparound



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Community Meeting**
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Research and Training Center
on Family Support and Children's Mental Health

Wraparound:

Individualized Service/Support Planning

What is it?

- Consumer and family-driven process for achieving the team mission
- A team-based approach to designing and implementing individualized service/support plans for children with emotional/behavioral disorders and their families.

Hallmarks of Wraparound

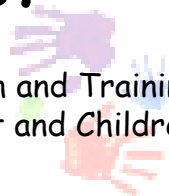
- Planning process is collaborative, and plans are to be
 - Individualized
 - Family driven
 - Strengths based
 - Community based
 - Culturally competent



In today's session we will...

...examine these questions:

1. Why is wraparound hard to do well (or is it that hard)?
2. What can team members **do** to help ensure the team will achieve its mission?
3. What resources are available to help teams and programs build effectiveness?



What is the challenge?



Wraparound is an appealing model that can be very difficult to carry out.

Some teams and programs have been very successful; however....

There is no generally-accepted description of what teamwork should look like

Wraparound teams: Sources of information



- Personal experience with own team, family partner
- Research perspective: observation, interviews, theory
 - Reviewed research and theory
 - Attended trainings
 - Interviewed 30 expert team members (parent and professional)
 - Observation and video debrief

What it takes

- Family voice
- Family-driven mission
- Whole team believes in the mission and works towards it



Practice -> Process -> Outcome

What individual
team members DO

How the team
functions

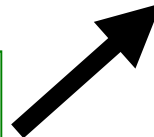
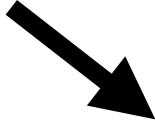
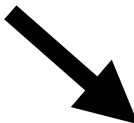
What happens
as a result

Value based practice:
Techniques,
procedures,
and structures
promote values

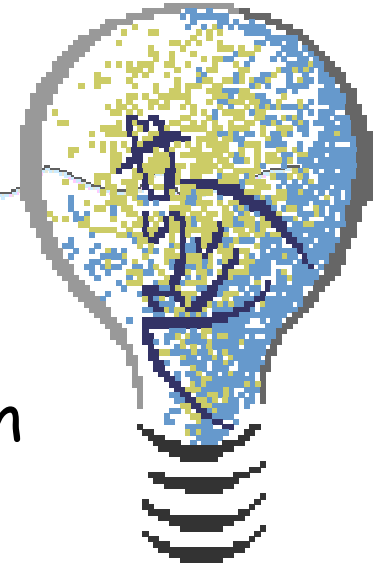
Plan: We know ...
• What we are trying to accomplish
• How we are going to do that
• Whether our strategy is working, and if not...

Cohesiveness = We
• We have shared goals that we can accomplish
• We respect each other
• We collaborate

Outcomes



Value based practices



- Practices that
 - Enhance or promote strengths
 - Promote family perspective and vision
 - Promote cultural competence
 - Promote community-based services/supports
- Practice= something you can do, can see that someone is doing, is generalizable, takes place over a short period of time
- Each group come up with a couple specific practices to describe. Pick someone to talk.

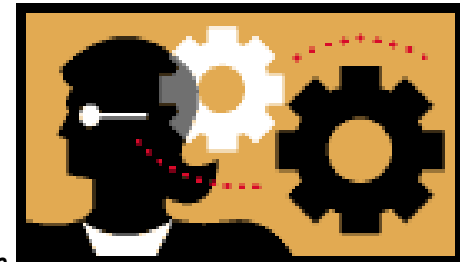
Effectiveness and evidence (value-based practice)

- Research base for value-based practice is weaker than other team areas, but some evidence that
 - Teams that share values relevant to the mission are more effective
 - Family participation improves goals and strategies in MH planning
- Commitment to the empowerment philosophy can be independent of evidence


Cohesiveness = "we"

Does a team "stick together"?

- Does the whole team believe in the plan
- What are practices that contribute to:
 - A sense that we all have the same goals
 - Psychological safety: "open and honest", non-blaming attitude
 - Equity: discussion and decisions are fair
 - Efficacy: We believe we can achieve our goals
 - Shared values-paradigm and values of wraparound



Effectiveness and Evidence: Cohesiveness

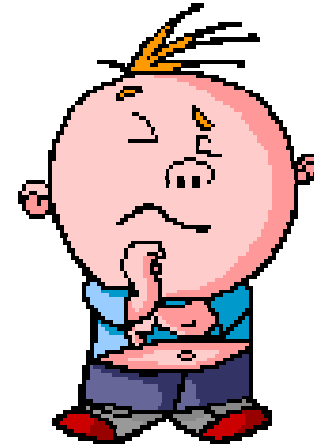


Strong evidence for each of the facets of cohesiveness. In general, cohesive teams have

- Increased information sharing
- Decreased conflict
- Increased commitment to decisions and tasks

Plan

What are some (value based) practices that contribute to high quality planning? And helping the meeting stay organized?



Effectiveness and evidence: Planning



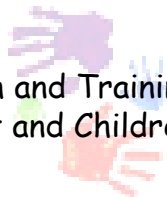
Strongest evidence base for this area.
Teams are more effective if plan is continually adjusted and planning includes

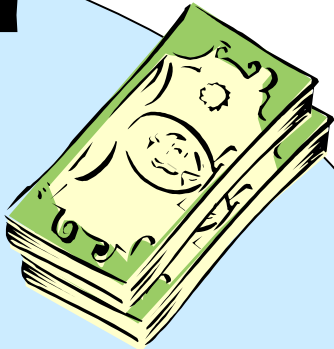
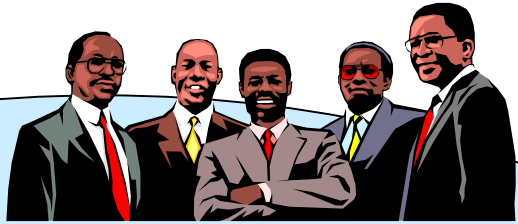
- Goal setting, strategy selection, performance evaluation, revision
- Efforts to broaden perspectives and generate options

Inputs

Inputs -> practice-> process->outcomes

- Team member background and skills
- Organizational and system context





Hospitable System (Policy and Funding Context)



Supportive Organizations (lead and partner agencies)



Effective Team

Backward mapping: Organizational level



What do lead and partner agencies need to do to support team efforts...


...to learn and use effective teamwork practices?

...to get necessary people to attend and collaborate?

...to access funds and services?

...to develop individualized services/supports?

Backward mapping: System level



What type of leadership, and what sorts of agreements and policies need to be in place at the system level so that agencies...

...are able to hire, train, and retain people with the special skills needed by teams?

...have incentives to collaborate around teams and individualized plans?

The Matrix

A conceptual framework

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National Wraparound Initiative



National collaboration to specify a practice model for wraparound. See Focal Point article.

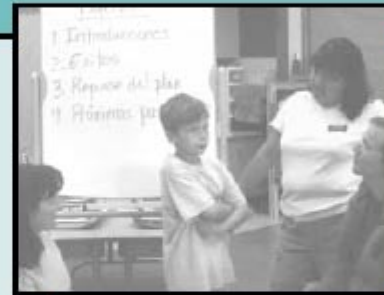
Updated information will be on our website.

Products

- Report and assessments
- Journal articles; Proceedings in press and in process (several focus on teamwork)
- Issue of *Focal Point* devoted to quality and fidelity in Wraparound
- Series of briefs on specific practices
- Updates on National Wraparound Initiative (join electronic mailing list from our web site)
- Bibliography of research on ISP/Wraparound; listing of practice-oriented resources

Janet S. Walker, Ph.D., Nancy Koroloff, Ph.D., Kathryn Schutte, M.S.

Implementing high-quality collaborative Individualized Service/Support Planning: Necessary conditions



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Support and Children's Mental Health

PORTLAND STATE
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FOCAL POINT

A National Bulletin on Family Support and Children's Mental Health



Quality and Fidelity
in Wraparound



Fall, 2003

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Contact information



Visit our web site for latest updates and products: www.rtc.pdx.edu. Click on "research" and then look for "Context of Services" and "Teamwork in Practice"

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