NORTH DAKOTA DEPARTMENT OF HUMAN SERVICES BISMARCK, NORTH DAKOTA September 8, 2014

PI-14-08

TO: Regional Supervisors, CSSB

Directors, County Social Services

Supervisors, Division of Juvenile Services Director, Partnerships Care Coordination

Supervisors, Tribal Social Services Directors, Contracted Private Service

Providers (AASK, PATH, Village Family Service Center, Lutheran

Social Services)

FROM: Shari Doe, CFS Division Director

SUBJECT: Wraparound Values & Principles

PROGRAMS: Wraparound Practice Model 600-05-01-10

RETENTION: Until Manualized

The following are the vision, mission, and values & principles of the North Dakota Child Welfare System.

Vision:

Safe Children - Strong Families

Mission:

To work together to achieve safety, permanency, and well-being for children and families by engaging and educating communities and systems to jointly provide services.

Values & Principles:

Safety of children is paramount

 Safety is paramount in all programs and systems; choices are made to ensure that children, families and communities are safe.

Unconditional commitment to working with families and children is provided

- A commitment to never give up on helping children and families, while keeping children safe.
- Families are treated with respect, honesty and openness.
- The family's language is utilized and jargon is avoided.
- Setbacks may reflect the changing needs of family members, not resistance.

Families are full and active partners and colleagues

- The family's view is respected. Families are the experts with their own children.
- The expertise of the system is valuable when discussing "bottom lines" such as: legal mandates, court orders, negotiable and nonnegotiable rules/policies etc. The system can let go of power and allow families to make decisions when safety is assured.
- Family members have clear voice and choice in the process. They are full members in all aspects of the planning, delivery, management and evaluation of services and supports.
 - Voice: The family is listened to, heard and valued. The skills and knowledge of the family members are essential to the change process.
 - Choice: Families are provided information on choice and identifying where choices exist and where there are limitations on choice. The outcomes of different choices are discussed.
- Wraparound is a joint decision making process with the family rather than "deciding for" the family.

♣ Services are culturally responsive

- Each family is culturally unique.
- Cultural diversity is valued and respected.
- Differences are valued as strengths.
- The impact of culture on Wraparound Practitioner and agencies is recognized and understood.

♣ The process is team driven

 Partnering with other systems and natural supports of families helps bridge the complexity of the work.

- Families, children, natural supports, conventional supports and agencies are all part of the team.
- A multi system assessment is completed to provide the family with necessary resources.
- Collaboration between systems and team members is important in building and delivering effective services to families through the sharing of core values, beliefs and principles.
- The multi system approach provides shared risk with involved families.
- The team approach provides for an integrated system of care.

Services focus on strengths and competencies of families, not on deficiencies and problems

- Services and supports are built on strengths that are unique to the family and child.
- Strengths discovery is central to getting to know the family.
- Strengths are utilized in addressing the safety needs of the child and family.
- Strengths are utilized in developing and implementing the care plan with the family.

♣ Service plans are outcome-based

- The needs of all family members are identified and addressed in the care plan.
- Goals and tasks with measurable outcomes are established to address change rather than compliance.
- Family members are full partners in establishing care plans.
- $\mbox{\tiny \square}$ The care plan is utilized across systems.
- The Wraparound Practice Model provides outcome oriented plans rather than compliance based plans.

Services and care plans are individualized to meet the needs of children and families

- Care plans are flexible in nature.
- The family and children should have access to services they need.
- Services and supports can be coordinated into one plan.

Resources and supports, both in and out of the family, are utilized for solutions

- The family is key in identifying supports.
- A balance of formal and informal, natural and conventional supports is utilized.

The community is recognized and respected as a key resource and support.

Family engagement is essential to achieving safety, permanency and well-being for children

 The key to success in the child and family team process and child welfare service provision is building positive and strong relationships between the Wraparound Practitioner and the family members.

Workforce development and training are critical for the efficient and effective delivery of child welfare services

 Keeping children safe and families strong depends on a well-trained and stable workforce.

The Vision and Mission statements were established during the 2014 Strategic Planning Meetings, for the development of the 2015-2019 North Dakota Child and Family Services Plan (Title IV-B).