

Family Centered Everything- "Nothing about us without us!!"

Examples of questions for Staff to ask themselves when implementing the Cross Cutting Themes into their daily work

Supervisors/Managers

1. Implementing strength-based family centered practice	<ul style="list-style-type: none"> • Is your office welcoming and friendly? • Do you believe that families know their children best? • Do you help your staff support and preserve families through a respectful, strength-based approach that views the family as central to the child's well being? 	<ul style="list-style-type: none"> • Do you value family participation and experience? • Do you encourage your staff to identify each family member's strengths and needs? • Do you ensure your staff empower families to access supports and services to learn new skills? • Do you encourage your staff to advocate for and with families?
2. Application of the Neuroscience of Early Childhood and Adolescence	<ul style="list-style-type: none"> • Are you aware of key developments in the early years and their impact on the executive functioning in the adolescent and young adult years? • Are you aware of the impact of neglect on healthy brain development? • Are you familiar with and have knowledge regarding the Early Childhood Education Initiative? 	<ul style="list-style-type: none"> • Have you incorporated an approach towards addressing the child's developmental needs into your assessment? • Does your review of case planning include early childhood educational concerns (B-3), child entering pre-K and K-12? • Do you know where to get information and training on the Early Childhood Education Initiative and healthy brain development?
3. Expanding Trauma Informed Practice and Culture	<ul style="list-style-type: none"> • Are you aware of how trauma impacts healthy development and functioning in children and adults? • When reviewing the goals for children and families with staff are you doing so through a trauma lens? • Are you assisting staff to find services that are trauma informed? 	<ul style="list-style-type: none"> • What considerations are in place for the vicarious trauma of staff under your management? • What is the impact of trauma within your unit? • Are you checking in with your staff regularly on how the job is impacting them and offering support? • Are you taking care of yourself?
4. Addressing Racial Inequities in all areas of our practice	<ul style="list-style-type: none"> • Do you respect the family's culture and ethnicity? • Do you judge people based on their race or culture? • Do you make assumptions about the competence of other's based on stereotypes? • Are you open to educating yourself about unfamiliar races or cultures? 	<ul style="list-style-type: none"> • Do you assess families based on how well they assimilate to the dominate culture? • Do you use your own beliefs as a basis for determining what is right or appropriate? • Are we creating a safe working environment for courageous conversations?
5. Improving State Interagency and Community Partnerships	<ul style="list-style-type: none"> • How well do you know our partner agencies' mission, vision and services? • Are you asking staff about their experiences with community providers? 	<ul style="list-style-type: none"> • Are you encouraging staff to schedule provider meetings along with families to ensure everyone is on the same page? • Are you modeling collaboration with partner agencies?
6. Improving leadership, management, supervision and accountability	<ul style="list-style-type: none"> • Do you have a clear understanding of agency roles and responsibilities? • Do you have a clear understanding of what supervision looks like and are you adhering to it? • Are you approachable to your staff and communicate expectations and instructions in a clear manner? 	<ul style="list-style-type: none"> • Are you holding staff accountable for completing quality work on time and are you giving them the tools needed to complete their job? • Are you continuously growing and learning in order to improve your role as a leader?
7. Becoming a learning organization	<ul style="list-style-type: none"> • Do you model how to engage family members? • Do you have staff report what they have learned to other unit members when they attend outside trainings? • Do you take advantage of teachable moments and facilitate transfer of learning? • Do you help staff identify their strengths /needs and develop an individualized plan? 	<ul style="list-style-type: none"> • Do you have staff do peer reviews or group supervision to learn from each other? • Do you recognize staff when they do something well? • Do you encourage staff to further their professional development whenever possible? • Do you keep your staff informed of important information on an ongoing basis and are you open to feedback.

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Examples of questions for Staff to ask themselves when implementing the Cross Cutting Themes into their daily work

Workers/Staff

1. Implementing strength-based family centered practice	<ul style="list-style-type: none"> Do you believe that families are central to every child's well being? Are you welcoming and friendly over the phone and in person? Do you schedule appts with families at a time convenient for them and engage all family members? 	<ul style="list-style-type: none"> Are your home visits planned and purposeful? Do you make decisions with input from the family, their kin and natural supports? Do you identify each family member's strengths and needs with the family?
2. Application of the Neuroscience of Early Childhood and Adolescence	<ul style="list-style-type: none"> Are you aware of key developments in the early years and their impact on the executive functioning in the adolescent and young adult years? Are you aware of the impact of neglect on healthy brain development? Are you familiar with and have knowledge regarding the Early Childhood Education Initiative? Have you incorporated an approach towards addressing the child's developmental needs into your assessment? 	<ul style="list-style-type: none"> Does your case planning include early childhood educational concerns (B-3), child entering preK and K-12? Do you know where to get information and training on the Early Childhood Education Initiative and healthy brain development?
3. Expanding Trauma Informed Practice and Culture	<ul style="list-style-type: none"> Are you aware of how trauma impacts healthy development and functioning in children and adults? When working with children and families are you doing so through a trauma lens? Do you consider the impact of trauma before and while identifying a diagnosis and when working with children and adults? Are you matching children and families with services that are trauma informed? 	<ul style="list-style-type: none"> What has been provided to the family to mitigate the negative impact of the trauma? What challenges do you face in your work as a result of vicarious trauma? Are you able to assess your level of stress and seek support when the job is impacting you? Are you taking care of yourself?
4. Addressing Racial Inequities in all areas of our practice	<ul style="list-style-type: none"> Do you respect the family's culture and ethnicity? Do you judge people based on their race or culture? Do you make assumptions about the competence of other's based on stereotypes? Are you open to educating yourself about unfamiliar races or cultures? 	<ul style="list-style-type: none"> Do you assess families based on how well they assimilate to the dominate culture? Do you use your own beliefs as a basis for determining what is right or appropriate? Are we creating a safe working environment for courageous conversations?
5. Improving State Interagency and Community Partnerships	<ul style="list-style-type: none"> How well do you know our partner agencies' mission, vision and services? Are you working collaboratively with our partner agencies to better serve families? Are you inviting partner agencies to meetings? 	<ul style="list-style-type: none"> Are you asking families about their experiences with community providers? Are you informing leadership of any concerns to be addressed with partner agencies?
6. Improving leadership, management, supervision and accountability	<ul style="list-style-type: none"> Do you have a clear understanding of what you can expect from supervision? Are you demonstrating professionalism and leadership in your interactions with others? 	<ul style="list-style-type: none"> Do you feel comfortable sharing feedback on supervision to your supervisor/manager? Do you know when to bring an issue to your supervisor/manager?
7. Becoming a learning organization	<ul style="list-style-type: none"> Do you take advantage of learning opportunities including those that feature children and families directly affected? 	<ul style="list-style-type: none"> Do you accept constructive criticism as an opportunity to learn and grow? Are you open to learning from your peers and sharing what you have learned?