

**Youth and Family Training Institute  
Training Update/  
County Status Report**

**January 7, 2009**

**Training Update**

The Youth and Family Institute had completed the following trainings with Allegheny, Erie, Fayette, Chester and Montgomery Counties:

**36 hours of Team Training:** This training takes place over 2 months and is broken down into 2 day segments. Each member of the team (Family Support Partner, Youth Support Partner, Facilitator, Supervisors and Coaches) receives training of the process and philosophy of Hi Fidelity Wraparound. The training focuses the theory of change, engagement, planning, implementation and transition. Each member of the team is to begin working with a family when they leave day 2 of the training so that skills learned can be practiced and reviewed at the next training.

**3 Day Coach/Supervisor Training:** This training is offered to coaches and supervisors and begins with a 1 day introduction prior to team training and is followed up by a 2 day training prior to the end of team training. The purpose of this training is to give coaches and supervisors skills they can use with staff when teaching them the various components of the process. At the end of the training, coaches will develop a coaching plan for themselves and then a professional development plan for the staff.

**Family Support Partner/Youth Support Partner Training:** This training is designed for the support positions and focus on the areas of telling your personal story, when and why to use it with families, youth and professionals. How to deal with the trauma you may experience when working with families, youth or when sharing your personal stories. The training also offers information on connecting with families/youth.

Once training is completed, each position has various requirements that they must successfully complete prior to receiving the credential. At this time, each program is working with the staff to on obtaining the credentials. The Youth and Family Training Institute is providing coaching to our current coaches via Vroon VanDenBerg LLP. The coaching takes place bi-weekly via phone conference and email communication. On-site coaching will take place between February and March and will consist 2 days of team work and observation.

Make up trainings will be offered in January 2009 for anyone who missed any aspect of team training or are newly hired. Training has also been offered to new county staff who will be joining the Early Implementers in round 2 (Northumberland, Lehigh and Beaver)

## County Status Updates

### Allegheny:

#### Provider: Allegheny Children's Initiative

Staff Complement: 4 Facilitators  
1 Coach/Supervisor  
4 Family Support Partners from AFN (working with 5 families; 1 referral being processed)

Currently Serving: 6 families (average age of youth 13.8 (oldest 16, youngest 9))

HFW Stage Family Currently In:  
Engagement: 2  
Planning: 1  
Implementation: 3  
Transition: 0

#### Provider: HSAO

Staff Complement: 4 Facilitators  
1 Coach/Supervisor  
4 Family Support Partners from AFN (currently working with 6 Families)

Currently Serving: 7 Families ( 2 additional referrals pending approval)  
Average Age: 14

HFW Stage Family Currently in:  
Engagement: 4  
Planning: 3  
Implementation: 0  
Transition: 0

#### Provider: Family Resources

Staff Complement: 3 Facilitators (4th Facilitator will be hired in February)  
1 Coach/ Supervisor  
2 Family Support Partners from AFN (currently working with 5 families)

Currently Serving: 5 Families:  
Average Age: 13.4

HFW Stage Family Currently in:  
Engagement: 4  
Planning: 1  
Implementation: 0  
Transition: 0

\* AFN stands for Allegheny Family Network and they employ all Family Support Partners within Allegheny County. Youth Support Partners are currently being trained and will begin working with youth in the next quarter.

**Erie:**

Provider: Intermediate Unit

Staff Complement: 2 Facilitators (3<sup>rd</sup> facilitator being hired in January)  
1.5 Youth Support Partners (currently working with 6 families)  
2 Family Support Partners (currently working with 2 families)  
1 Coach/Supervisor

Currently Serving: 15 families (average age of youth being served is 15)

HFW Stage Family Currently in:

Engagement: 3  
Planning: 3  
Implementation: 9  
Transition: 0

Anecdotal Information: Families enjoy being seen as partners, families are not used to looking at the strengths they currently have as things have been focused on the negative and what isn't working, Families making changes based on what is brought forth in Strengths, Needs and Cultural Discoveries (ie... a daughter enjoyed having family dinners together- something the family had not done in a long time, they are now doing that again), Youth are really taking to the Youth Support Partner and she has gone from part time to full time with the agency. Crisis Plan Example: A youth said, "Everyone always told me I needed a crisis plan, and you were the first one to actually write one and give it to me." This same family had a crisis the following week. They followed the plan, and crisis was averted. In the past, this would have lead to someone getting hurt and/or an inpatient hospital stay. (This was very exciting for our team to see such positive results in the crisis planning.) It made me think of what Jim said, "Some families don't need Mental Health Services, they need good planning!"

**Fayette:**

Provider: Adelphoi

Staff Complement: 1 Facilitator  
2 Family Support Partners (all families are utilizing the FSP)  
0 Youth Support Partners (targeted population does not meet need this need currently)  
2 Coach/Supervisors

Currently Serving: 4 Families

HFW Stage Family Currently in:

Engagement: 3  
Planning: 0  
Implementation: 1  
Transition: 0

Anecdotal Information: We know that many of our families will need support in connecting to a variety of services, resources, and new or old friends and family. We also know how important natural supports are to sustaining family balance and problem-solving... we all need a hand now and then. But what we are exploring and learning and what makes the High Fidelity Wraparound process so empowering is that everything we do with a family sends or represents a message to them. When we connect families to communities and services we need to process with them the value of needing support and sharing support. This builds relationships and it's the relationships we have that make us feel connected, empowered, and productive.

**Chester:**

Provider: Chester County, Child and Family Focus

Staff Complement: 3 Facilitator, 1 full and 2 part time  
.5 Youth Support Partner  
2 Family Support Partners (1 30 hours, 1 10 hours)  
1 Coach  
1 Supervisor

Currently Serving: 9 families (average age of youth being served is 15)

HFW Stage Family Currently in:  
Engagement: 5  
Planning: 0  
Implementation: 4  
Transition: 0

Anecdotal Information: Families are not used to looking at the strengths they currently have as things have been focused on the negative and what isn't working

**Montgomery:**

Provider: Montgomery County – Child and Family Focus

Staff Complement: 2 Facilitators (2<sup>nd</sup> Facilitator first day of employment is 1/12/09)  
1 Youth Support Partners  
1 Family Support Partners  
1 Coach  
1 Supervisor

Currently Serving: 12 families  
HFW Phases Families Currently in:  
Engagement: 8  
Planning: 2  
Implementation: 2  
Transition: 0

Anecdotal Information:

- a) A father that we have been working with for several months told his son and the HFW team this week that "RTF is off the table". The family had been in crisis at the beginning of the process and the father had been certain that he wanted to have his son placed in RTF.
- b) When HFW started working with a new family the parents were in the very beginnings of becoming separated towards a divorce. The HFW process has supported both parents, providing voice and choice to all members of the family and as a result the communication between the parents during this very difficult time has been better than it was while they were living in the same house.