

NATIONAL RESOURCE CENTER FOR CHILD PROTECTIVE SERVICES

Protective Capacity Family Assessment Implementation Status Briefing



Prepared for Bureau of Milwaukee Child Welfare
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March 16, 2007

*Implementation of Protective Capacity Family Assessment:
Bureau of Milwaukee Child Welfare*

Briefing Objectives:

- To review the efforts to-date and the current status of the implementation of the Protective Capacity Family Assessment
- To discuss BMCW leadership expectations for formally instituting and operationalizing the Protective Capacity Family Assessment
- To consider questions and challenges for implementation of the Protective Capacity Family Assessment

Overview, timeline and Status of Implementation:

- BMCW has been formally advancing the implementation of the Protective Capacity Family Assessment for over 5 months
- BMCW began work on incorporating impending danger and the concept of caregiver protective capacities into the family assessment and case planning process prior to the safety intervention standard related to “integrating safety concerns into case plans” (Wisconsin Safety Intervention Standard VII.), which went into effect in July of 2006.
- Numerous supervisors and staff participated in training in-services associated with the use of caregiver protective capacities in case planning; (Spring and Summer 2006)
- The BMCW training partnership participated in a PCFA training demonstration (May 2006) as well as numerous consultation opportunities;
- The BMCW training partnership and selected ongoing and safety services supervisors participated in case studies, which considered the focus of impending danger and the use of caregiver protective capacities for developing case plan goals (September 2006).
- BMCW Management was provided with a formally prepared summary of the PCFA process (November 2006).
- PCFA implementation workplan was developed and disseminated (November 2006).
- BMCW ongoing, safety services and initial assessment supervisors have participated in roundtable discussion regarding the implementation of the PCFA (November 2006 and January 2007).
- BMCW ongoing and safety services supervisors completed self/ needs assessment for themselves and their staff related to competency building and consultation needs associated with practice knowledge and skill needed for implementation of the PCFA (December 2006).
- BMCW ongoing, safety services and initial assessment supervisors and mentors were selected by BMCW management for inclusion in a specialized workgroup, for the purpose of building internal expertise and competency within the bureau related to the PCFA (November and December 2006).

- The PCFA Special Forces workgroup as met monthly to discuss implementation issues as well as disseminate information and provide consultation to ongoing and safety services supervisors regarding the PCFA (December 2006 to present).
- CPS Ongoing and Safety Services supervisors participated in the PCFA supervisor roll out training (January 2006 and February 2006)
- To date, five CPS ongoing units and three safety services units have participated in the PCFA worker training.

Influences and Analysis Associated with the Implementation of the Protective Capacity Family Assessment:

Are there supervisor and worker performance and competency issues that may influence the implementation of the Protective Capacity Family Assessment?

- Supervisor investment
- Supervisor consultation and facilitation
- Differentiation of maltreatment, risk and safety (impending danger) and implications for intervention
- Consistent application of safety related practice concepts and criteria between initial assessment; ongoing CPS; and safety services
- Role clarification across CPS functions (initial assessment; ongoing CPS and safety services) and the ability to achieve fundamental purposes, objectives and decisions.
- Intervention mentality: outcome oriented/ changed based vs. problem- service orientation and compliance based

Are there intervention system issues associated with the integration of the initial assessment and ongoing CPS and safety services that may influence the implementation of the Protective Capacity Family Assessment?

- Consistency regarding the basis for the decision to serve
- Information collection fundamental to identifying impending danger
- Information sharing and documentation requirements
- Expectations; timeframes; and case practice activities
- Cohesion of the CPS decision-making process across CPS functions

To what extent does the court influence, support or challenge the implementation of the Protective Capacity Family Assessment?

- Expectations
- Timeframes and corresponding case practice activities
- Intervention opportunity: process; practice objective; and key decision-making points
- Outcome oriented/ changed based vs. problem- service orientation and compliance based