

The background features several overlapping circular shapes, each filled with concentric rings of varying colors. The colors include teal, light green, dark blue, and orange. The rings are white, creating a high-contrast, geometric pattern. A dark purple horizontal bar is positioned across the middle of the image, containing the text.

Practice Behaviors, Core Elements and Front Line Practices



Greetings,

The flash cards on the following pages were created as a resource to reinforce the core elements and behaviors of our Practice Model.

They are intended as an easy reference to support interactions with families that LEAN IN, LIFT UP and CONNECT to CULTURE!

L – Listens with Openness

E

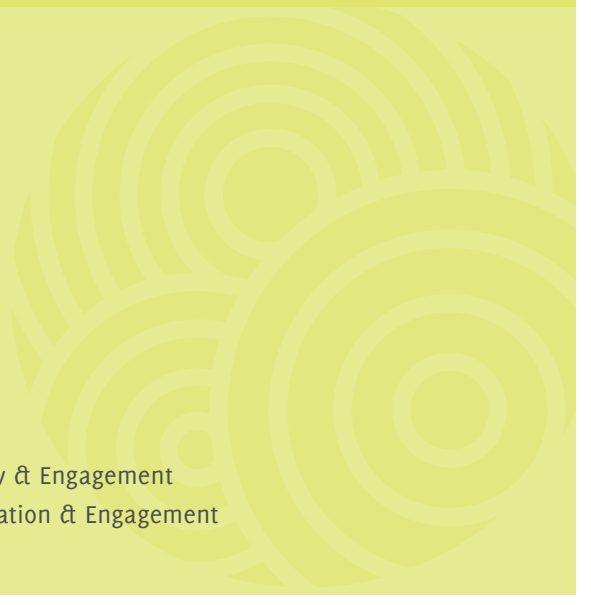
A

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IN

CORE ELEMENTS Inquiry & Engagement

FRONT-LINE PRACTICES Exploration & Engagement



L – Listens with Openness

Approaches all interactions with families, communities and tribes with openness.

- Listens
- Asks global questions
- Uses understandable language

L

E — Explores Relationships

A

N

IN

CORE ELEMENTS Inquiry & Engagement

FRONT-LINE PRACTICES Exploration & Engagement

E — Explores Relationships

Uses tools to explore family relationships, natural supports and safety issues.

- Explores with children worries, wishes, where they feel safe and want to live

L

E

A — Actively Finds Connections

N

IN

CORE ELEMENTS Inquiry & Engagement

FRONT-LINE PRACTICES Exploration & Engagement

A – Actively Finds Connections

Seeks information about non-custodial parents, relatives, significant relationships.

- Finds them thru inquiry and early/ongoing internet search, records review

L

E

A

N – Nurtures Honest Dialogue

IN

CORE ELEMENTS Inquiry & Engagement

FRONT-LINE PRACTICES Exploration & Engagement

Consistently models honest and respectful communication.

- Describes situation honestly
- Is clear what is being requested
- Facilitates dialogue

N — Nurtures Honest Dialogue

L
E
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IN — INsures Connection & Support

CORE ELEMENTS Inquiry & Engagement

FRONT-LINE PRACTICES Exploration & Engagement

Follows up inquiry and search.

- Words quickly to establish paternity/
connect child to relatives
- Conveys importance as team member/
source of support

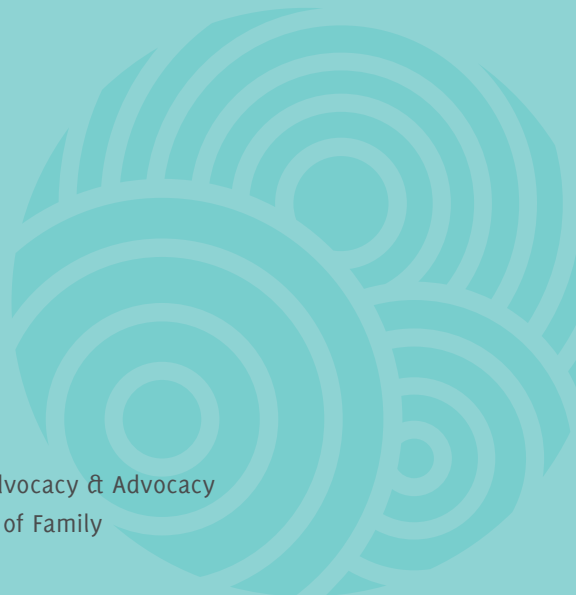
IN — INsures Connection & Support

L — Links Family

I
F
T
U
P

CORE ELEMENTS Self Advocacy & Advocacy

FRONT-LINE PRACTICES Power of Family



L — Links Family

Asks initially and throughout the family's involvement if they would like a support or peer advocate.

- Links family to advocates
- Coordinates with advocates

L

I – Interactions are Affirming

F

T

U

P

CORE ELEMENTS Self Advocacy & Advocacy

FRONT-LINE PRACTICES Power of Family



I – Interactions are Affirming

In all interactions, affirms unique strengths, life experience and self-identified goals of family.

- Honors culture
- Explores solutions
- Assures needed support

L

I

F — Facilitates Sharing

T

U

P

CORE ELEMENTS Self Advocacy & Advocacy

FRONT-LINE PRACTICES Power of Family

F — Facilitates Sharing

Facilitates sharing of important information about child and coordinates communication among all parties.

- Explores/nurtures mentoring relationship

L

I

F

T – Team Solutions

U

P

CORE ELEMENTS Self Advocacy & Advocacy

FRONT-LINE PRACTICES Power of Family

Facilitates appropriate family supports and services.

- Encourages learning from cultural leaders
- Shares agency programs
- Facilitates team solutions

T – Team Solutions

L

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T

U – Uses Cultural Lens

P

CORE ELEMENTS Self Advocacy & Advocacy

FRONT-LINE PRACTICES Power of Family

Gathers and applies all relevant information to child/family safety and well-being.

- Uses family's cultural lens
- Engages team around supporting child

U – Uses Cultural Lens

L

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P — Promotes Speaking Out

CORE ELEMENTS Self Advocacy & Advocacy

FRONT-LINE PRACTICES Power of Family

Promotes Self-Advocacy.

- Encourages and supports active youth/family voice and leadership in assessing, finding solutions, planning and decisions

P – Promotes Speaking Out

C – Caregiver Respect & Resources

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CORE ELEMENTS Teaming & Shared Commitment and Accountability

FRONT-LINE PRACTICES Circle of Support



C – Caregiver Respect & Resources

Demonstrates respect to caregivers.

- Candid discussions about rights, role, responsibilities
- Includes on family team
- Provides resource information

C

O

— Optimal Team Environment

N

N

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C

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CORE ELEMENTS Teaming & Shared Commitment and Accountability

FRONT-LINE PRACTICES Circle of Support



0 — Optimal Team Environment

Creates environment for open/honest communication.

- Ensures team planning is informed and timely
- Follows through
- Admits biases, missteps, mistakes

C
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N — Natural Supports

CORE ELEMENTS Teaming & Shared Commitment and Accountability
FRONT-LINE PRACTICES Circle of Support



N – Natural Supports

Establishes, continuously brings together and supports a child and family team.

- Includes natural supports and others providing services

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– Normalizing Needs

CORE ELEMENTS Teaming & Shared Commitment and Accountability

FRONT-LINE PRACTICES Circle of Support

N — Normalizing Needs

Shows understanding that normal is different for everyone.

- Incorporates family's perspective of their needs and solutions in all casework and documentation

C
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E — Explores Team Roles

- CORE ELEMENTS Teaming & Shared Commitment and Accountability
- FRONT-LINE PRACTICES Circle of Support

Explores with Team members what roles they can play over time to strengthen child safety and support the family.

- Helps team adapt to changing roles

E — Explores Team Roles

C
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C – Continuous Dialogue & Adjustments

- CORE ELEMENTS Teaming & Shared Commitment and Accountability
- FRONT-LINE PRACTICES Circle of Support

Facilitates continuous dialogue with the family/team about how supports and services are working.

- Makes adjustments based on family/team assessment

C – Continuous Dialogue & Adjustments

C
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T — Teams Post-Permanency

CORE ELEMENTS Teaming & Shared Commitment and Accountability

FRONT-LINE PRACTICES Circle of Support

Emphasizes importance of family's support team beyond time of CWS.

- Facilitates agreement on post-dependency team member commitments/roles

T — Teams Post-Permanency

C – Customized Visitation

U
L
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R
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CORE ELEMENTS Well-Being Partnerships Safety, Recovery & Well-Being
FRONT-LINE PRACTICES Healing Trauma



C – Customized Visitation

With family/team continually assesses, arranges and structures culturally appropriate visitation activities.



C

U — Using Experiential Coaching

L

T

U

RE

CORE ELEMENTS Well-Being Partnerships Safety, Recovery & Well-Being

FRONT-LINE PRACTICES Healing Trauma



U – Using Experiential Coaching

With family/team assesses need for interactive, experiential coaching during visitation to improve parenting skills.

- Arranges/advocates for when needed

C

U

L – Listening for Loss

T

U

RE

CORE ELEMENTS Well-Being Partnerships Safety, Recovery & Well-Being

FRONT-LINE PRACTICES Healing Trauma

L – Listening for Loss

Listens consistently to the family's story.

- Acknowledges and validates feelings of grief/loss
- Helps family explore history, impacts, who can help address

C

U

L

T – Tailoring Supports to

U – Underlying Needs

RE

CORE ELEMENTS Well-Being Partnerships Safety, Recovery & Well-Being

FRONT-LINE PRACTICES Healing Trauma

Explores, connects and advocates for a broad array of services to assist with loss, grief, healing and recovery.

- Asks family who/what is helping or could help

T – Tailoring Supports to
U – Underlying Needs

C
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RE — Recovery and Well-Being

CORE ELEMENTS Well-Being Partnerships Safety, Recovery & Well-Being

FRONT-LINE PRACTICES Healing Trauma

Creates shared agreement on the culturally sensitive services to address safety, well-being and family needs.

- Links to and supports use of these services

RE — Recovery and Well-Being

The Child and Family Practice Model was developed as part of a five-year federally funded project to reduce long-term foster care. To learn more, visit www.reducefostercarenow.org or contact CFPMinfo@cfpic.org. The contents of this document are solely the responsibility of the authors and do not necessarily represent the official views of the Children's Bureau, who funded the CAPP/CFPM Project under Cooperative Agreement 90CT0153.



The Child and Family
Practice Model

