Welcome to the final Framework for Practice newsletter for 2015. There will be more in 2016!

What’s been going on?

In September we entered into Year Two of the Framework for Practice implementation journey. September marks the date when we signed the contract with our consultants Children’s Research Centre and Sonja Parker Consultancy. While the first year of the contract focused on the development and introduction to the framework for practice, the second year will focus on embedding the framework in our daily work with strategies such as coaching and enhanced critical reflection.

News from around the State

Staff from around the State are embracing the Framework for Practice and the related visual tools that assist in creating conversations, exploring harm, risk, protection and strengths. The full suite of tools includes:

- The Three Houses
- Circles of Safety and Support
- The Collaborative Assessment and Planning Framework
- The Future House
- The Family Roadmap
- The Immediate Story
- The Safety House
- The Immediate Story
- The Safety House

All tools have been introduced through Intensive Practice Module training attended by mostly senior practitioners and training staff for on-delivery across all regions.

In this newsletter we showcase use of the framework elements and some of the related tools. *All examples are used with permission

South West Region

Module 4 Intensive Practice Module Sessions (IPMS) training was on-delivered in the Toowoomba North CSSC. The session included a “fish bowl role play with the opportunity to tag CSOs in and call time outs, and completed the Family Roadmap for our ‘fictional family’. It was an intense afternoon and the participant’s feedback was the best so far in that they gained more from seeing the Roadmap completed, trying on the tools and solution focused questions, as well as helping one another during the exercise.” Karen Tracey, Senior Practitioner

Family Roadmap exercise

CAP Magnets

In October all service centres received Collaborative Assessment and Planning (CAP) framework magnets to assist case consultations and other forums in which the CAP framework is used. The idea for these magnets came from the North Coast region and Push Productions, a social enterprise which employs young people who have exited care, produced them. The picture below shows use of the magnets from a South West region case discussion.
Central Office – Brisbane

Since August 2015 the Practice Leadership Unit has offered seven one-day Foundational Training sessions in the CBD for central office staff from a range of diverse areas. These sessions have received overwhelmingly positive feedback, as evidenced by this quote: “I originally didn't think the framework would have any relevance to me or my team, however after attending the training and hearing about the core principles and some of the assessment tools, it was clear that most of these practices could be used in everyday life situations and within work team environments. I think the 3 houses model works really well when trying to find solutions to problems that are broken down across the 3 subjects. The information session I attended has been beneficial and I've been able to take that information back to my team and talk about how we could implement this practice.”

Michelle Thomas, Administrative Officer, Community Recovery.

Case Plan Template

Case plans in the Integrated Client Management System (ICMS) have been updated and now reflect the headings of the CAP framework: Harm, Complicating factors, Protection and Belonging and Strengths, Worry Statements, Goals and Action Steps. Thanks to all in Information Services who assisted-special thanks to Mick Dallman, Damien Fallon, and Jim Hamilton.

Mythbusting!!!

Whenever changes to practice are introduced rumours can start that aren’t based on fact. In this section we bust some myths! Let us know if you hear more.

Rumour: Child Safety now manages much higher levels of risk because our focus is on strengths. Response *The risk threshold has not been recalibrated with the introduction of the new Framework for Practice. Parent actions and inactions that create harm for children still create harm for children. Factors that pose risk for children still pose risk for children. It is our solutions to safety that are more robust.

Rumour: The CAP framework is the framework for practice. Response *The CAP Framework helps practitioners organise and analyse information in one place to assist a rigorous and balanced assessment. The CAP Framework is not the framework for practice. The Strengthening Families Protecting Children Framework for Practice which outlines underpinning values, principles, knowledge and skills is the framework for practice.

Rumour: Child safety works on a least intrusive basis. Response *The concept of being least intrusive applies to the type of child protection order required to ensure the safety of the child, it does not apply to the type of intervention and the level of helpfulness that we provide to children and families.

Spotlight on Practice

Safety Plans-What makes a good Safety Plan?

- Be clear about the worries—what we are worried could happen in the future- actions/inactions and impacts
- Detailed descriptions of how, in behaviourally specific terms, the parent and others will keep the child safe
- People in the safety network must be included in discussions and understand what the worries are and what they can or need to do to keep the child safe
- Focus on proactive safety actions rather than reactive steps

Child Safety Training

Child Safety Training has been working to develop posters to reflect the Framework for Practice and some of the tools. They have produced posters for the Future House, CAP framework, and Circles of Safety and Support.

Next round of training

- Coaching for managers, team leaders and training staff is continuing
- IPMS training sessions are being delivered in the regions and can be found in iLearn [DC-PLU] IPMS Module (Modules 1-6 are being delivered)
- Engaging Fathers Events – 30th November in Cairns, Mt Isa and Mackay to follow in 2016

Want more info? Contact the Practice Leadership Unit at: PLUmailbox@communities.qld.gov.au