

Belonging matters: Setting the Culture for and Removing Barriers to Permanency

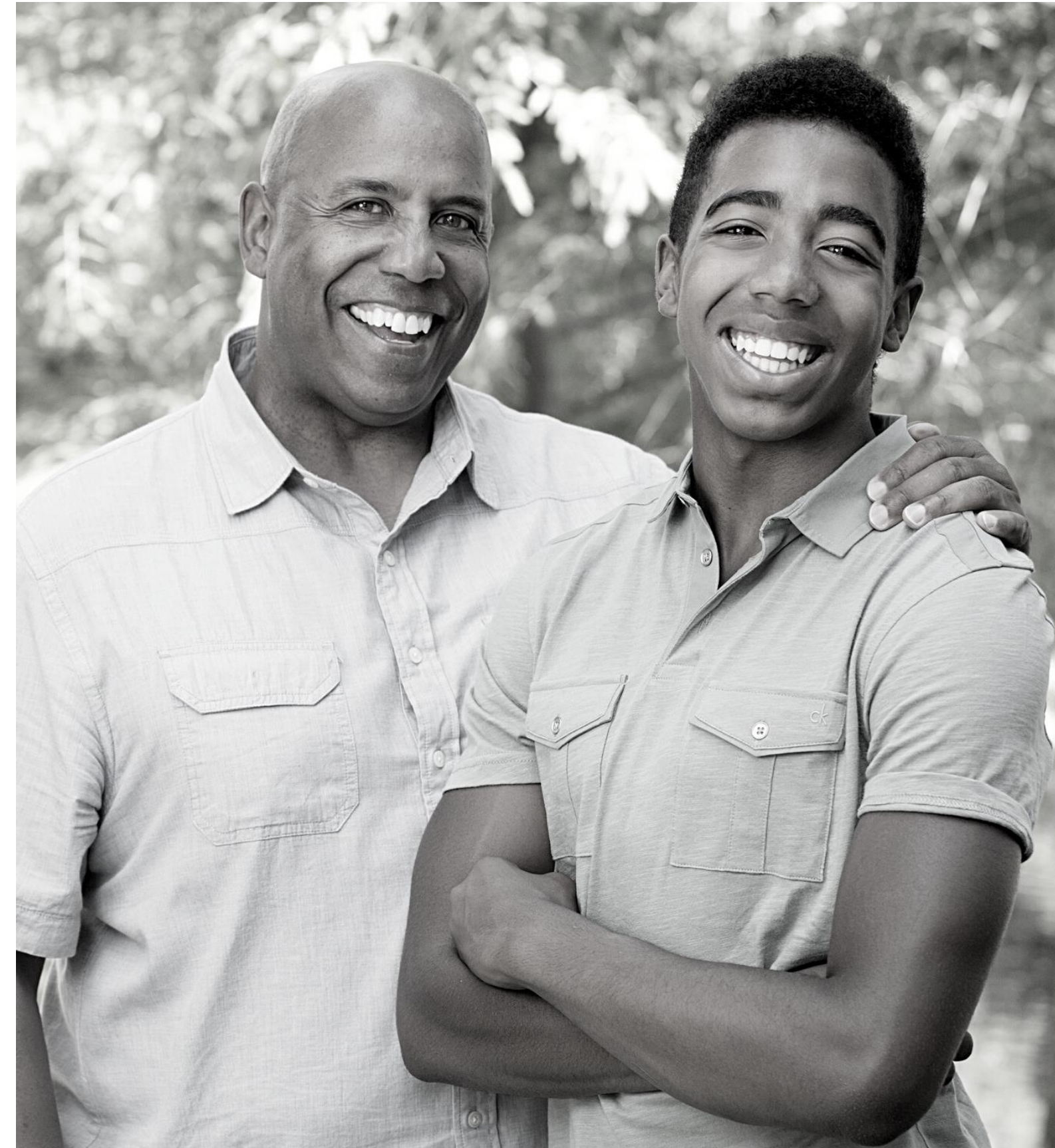
BBI Michigan Project Webinar

Facilitator & Family Member:

- Ebony Chambers McClinton, *Adoptive Parent, BBI Consultant & Lead Family Partner*

Plummer Youth Promise (MA) Panelists:

- Nicole McLaughlin, *Executive Director, Plummer Youth Promise*
- Joshua Metcalfe, *Residential Program Director, Plummer Youth Promise*
- Jonathan Flores, *Peer Partner & Former Resident, Plummer Youth Promise*





Introduction of Plummer Youth Promise & their Panelists for this Webinar

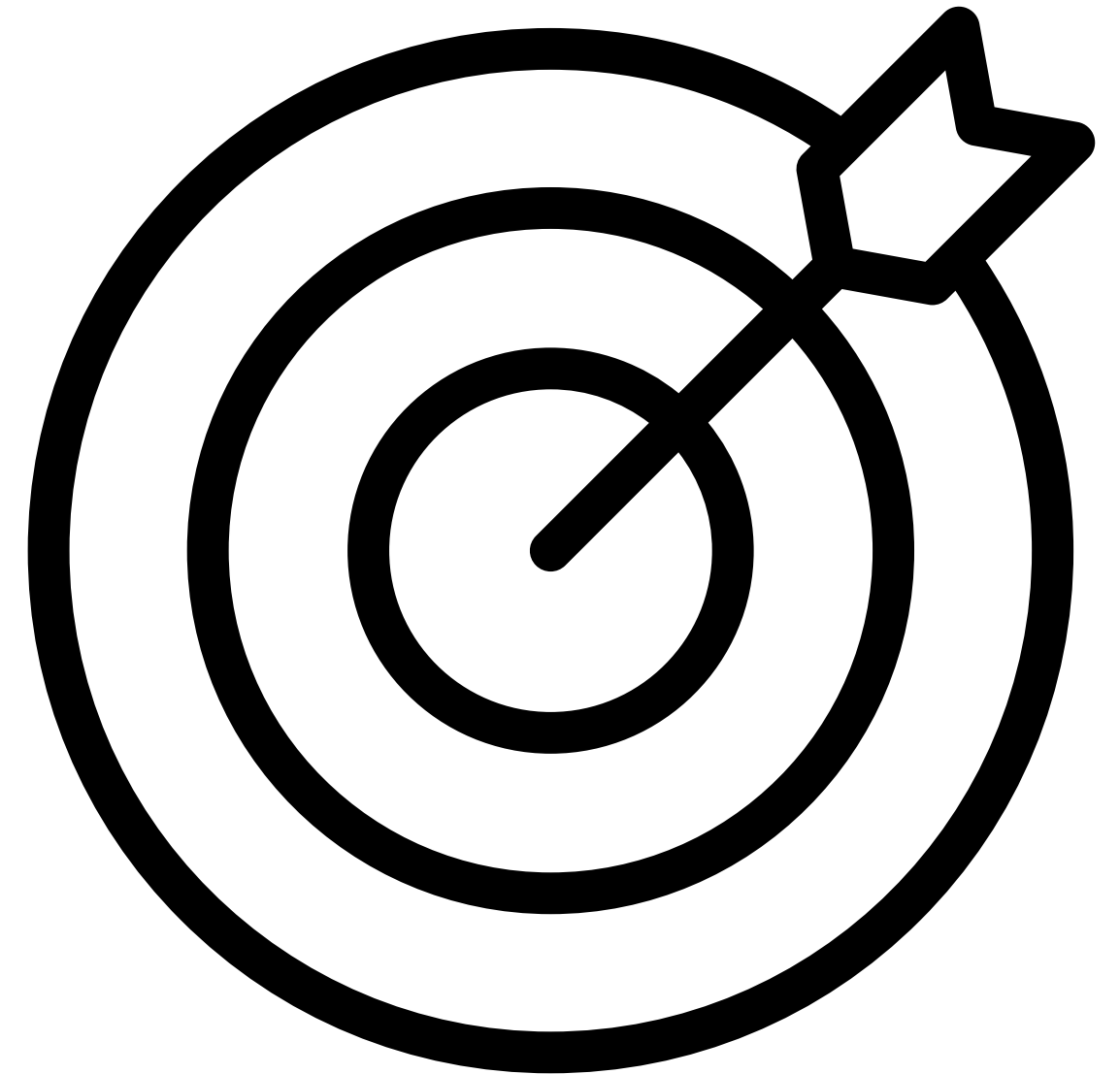
- **Nicole McLaughlin, *Executive Director***
- **Joshua Metcalfe, *Residential Program Director***
- **Jonathan Flores, *Peer Partner & Former Resident***



WEBINAR GOALS

GOALS for this Webinar:

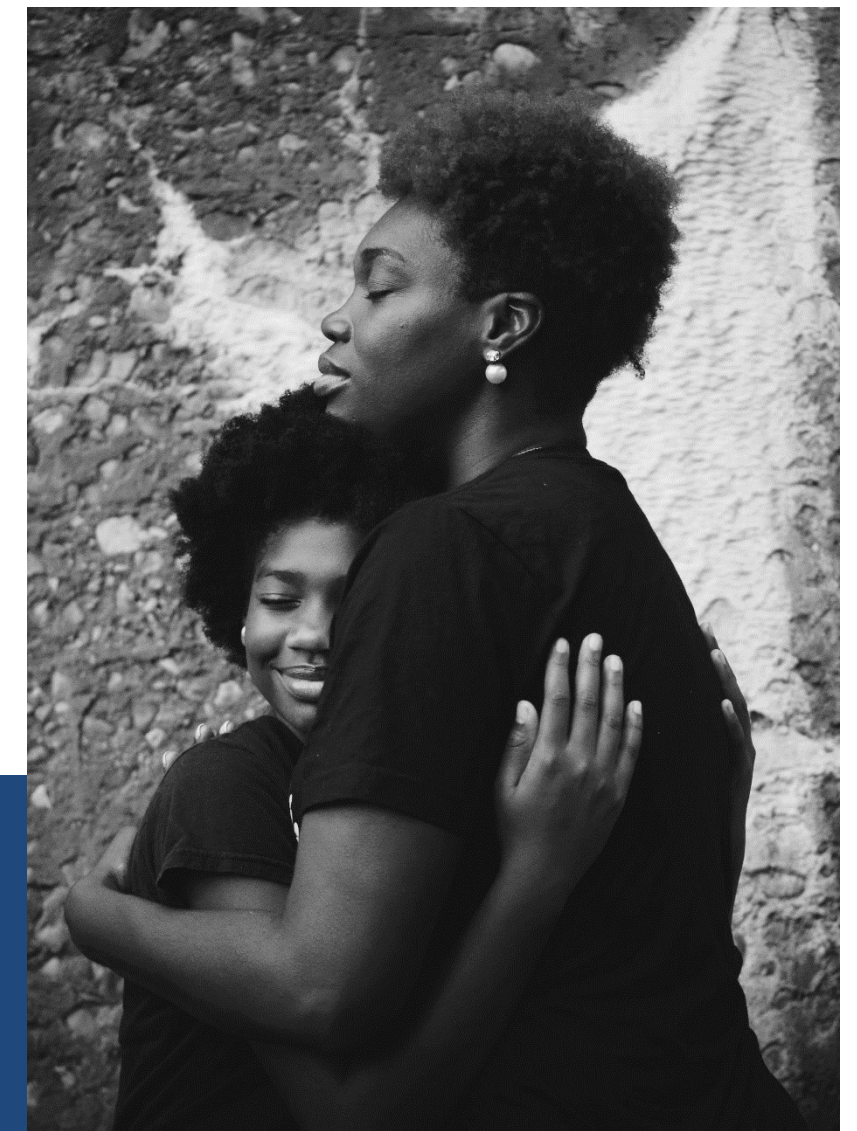
- To provide viewers with information & important strategies that will increase their knowledge about how to improve their focus on successful permanency program practices and staff skills.
- To leave viewers with enthusiasm to increase their focus on and improve their permanency program practices and staff skills in their programs.



Michigan residential programs have engaged in work specific to ensuring permanency for every child.

In addition to the work different MI programs already engage in to support permanency, BBI survey results from programs included requests for support with:

- Having MDHHS increase their focus on permanency at the state level.
- Working with families whose children have cognitive impairments/developmental disabilities; there have been multiple failures with successfully engaging immediate and extended family members.



Opportunity for MI residential programs to request a coaching call for their organization's executives/leaders and residential program team members with webinar faculty.

MDHHS is sponsoring four webinars for Michigan residential stakeholders between March 2023 and February 2024:

- *Youth-guided Care: Strategies for Improving Program Practices and Staff Skills*
- *Family-driven Care: Strategies for Improving Program Practices and Staff Skills*
- *Belonging Matters: Setting the Culture for and Removing Barriers to Permanency*
- *Basic Program Practices and Staff Skills to Engage Youth with Diverse Sexual Orientation, Gender Identity & Gender Expression (SOGIE)*

Eight MDHHS Licensed Residential Programs will be chosen to have a coaching call with the faculty of one specific webinar and their team members. The focus of each coaching call will be to have program teams ask faculty questions, inquire about solutions to challenges faced, and 'dive deeper' into program practice and/or staff skill improvement needs in the specific topic area they have requested a coaching call.

First come/first served: After viewing a webinar, email Sarah Edwards (sedwards@togetherthevoice.org) if you would like your team to have a coaching call with faculty for that webinar's specific topic area. The first two (2) requests for each webinar will be awarded this individual program educational and support opportunity.





Questions or Comments about this Webinar?

**Send questions or comments to Sarah Edwards
(sedwards@togetherthevoice.org).**

Sarah will forward to appropriate faculty.

Question #1:

What does permanency mean to you?

**Were you always interested in permanency?
Why or what changed? Could you share your
reflections?**

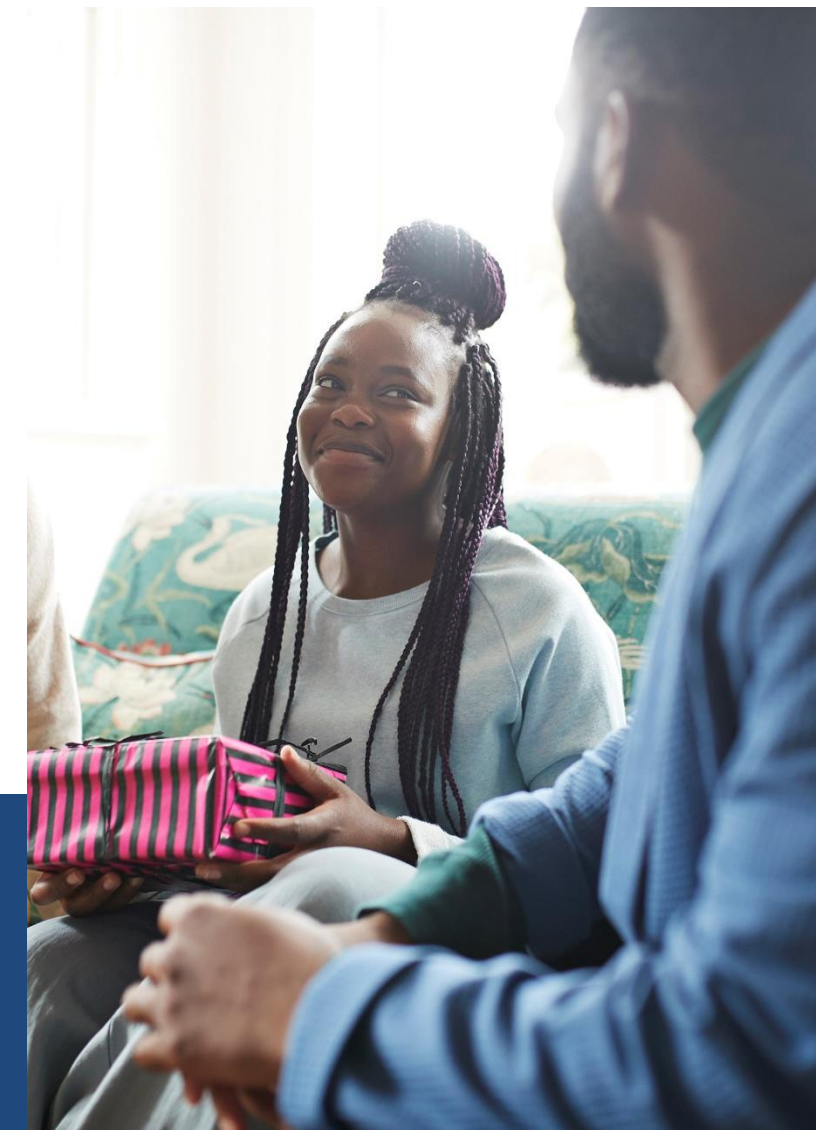


Question #2:

Why did Plummer change its focus to Permanency?

- Establishing a Culture of an Urgency towards Permanency
- Policies
- Data Collection

What does it look like when an organization changes its focus to Permanency - from a young person and parent perspective?



Question #3:

What did it take?

- 1. Program Practices:** Please share several important program practices that support staff in operationalizing a culture of permanency.
- 2. Staff skills and coaching/supervising** staff towards everyday interactions that support permanency
- 3. From a youth perspective, how did clinical and other staff support you in this journey? What were some of the things they did that were helpful?**



Question #4:

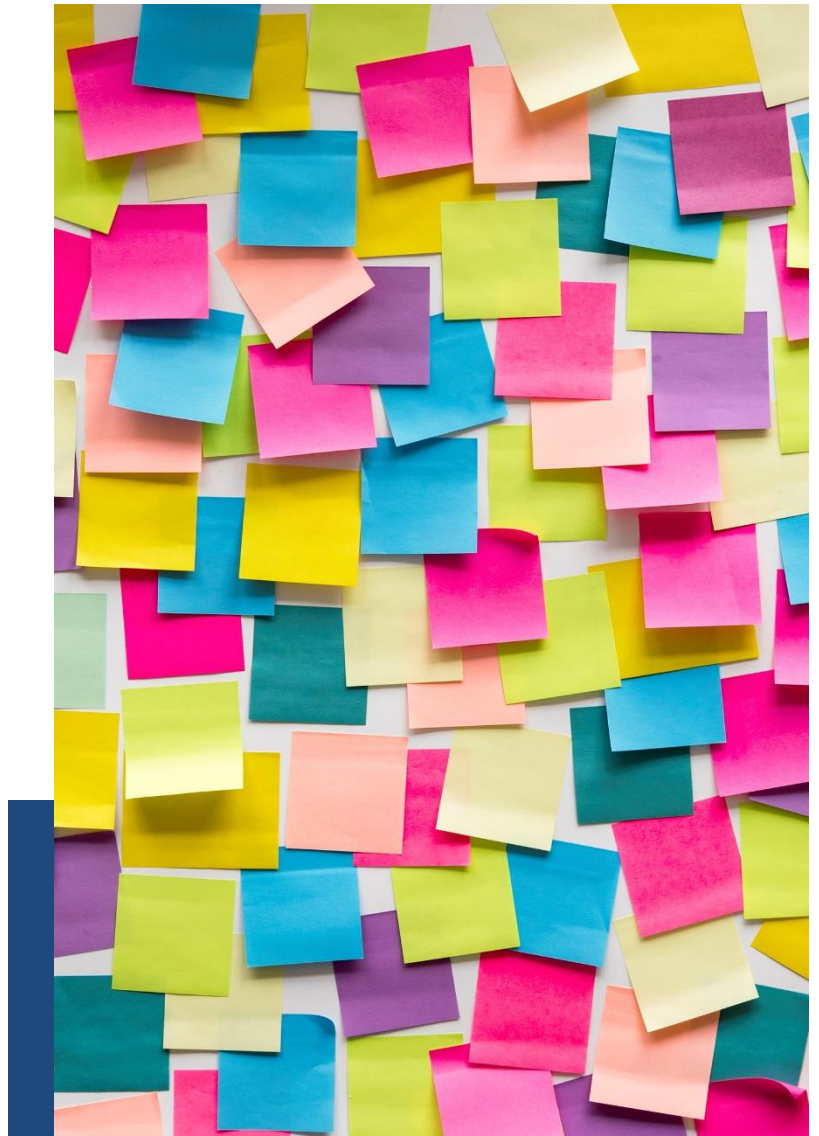
Preparing yourself for family and permanency doesn't happen with a flip of a switch. Having mixed feelings/feeling anxious are part of the process.

Did this happen for you?



Question #5:

What are your top two or three recommendations for residential program leaders to significantly improve their focus on permanency?





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Additional Plummer Educational Opportunity



We are pleased to let you know that Plummer has made an additional virtual educational opportunity available to our Michigan stakeholders, entitled, “It Can’t Happen without You”, which is being offered complimentary for all Michigan staff, including direct-care staff.

Please look out for an email from consulting@plummeryouthpromise.org which will provide you with the link and username/password to access the e-learning training. *Please note: If you would like to give additional access to the training to any of your staff please reach out to Sarah Edwards – sedwards@togetherthevoice.org to add them.*



BBI Resources on Permanency:

BBI Family Engagement Toolkit on the BBI Website: Module 2: Putting an Urgency on Permanency Practices

<https://buildingbridges4youth.org/module-2-overview/>

A Building Bridges Initiative Guide: Finding and Engaging Families for Youth Receiving Residential Interventions

<https://buildingbridges4youth.org/document/finding-and-engaging-families-for-youth-receiving-residential-interventions-interviews-and-examples/>

Family Finding and Engagement Appendix

<https://buildingbridges4youth.org/document/finding-and-engaging-families-for-youth-receiving-residential-interventions-interviews-and-examples/>

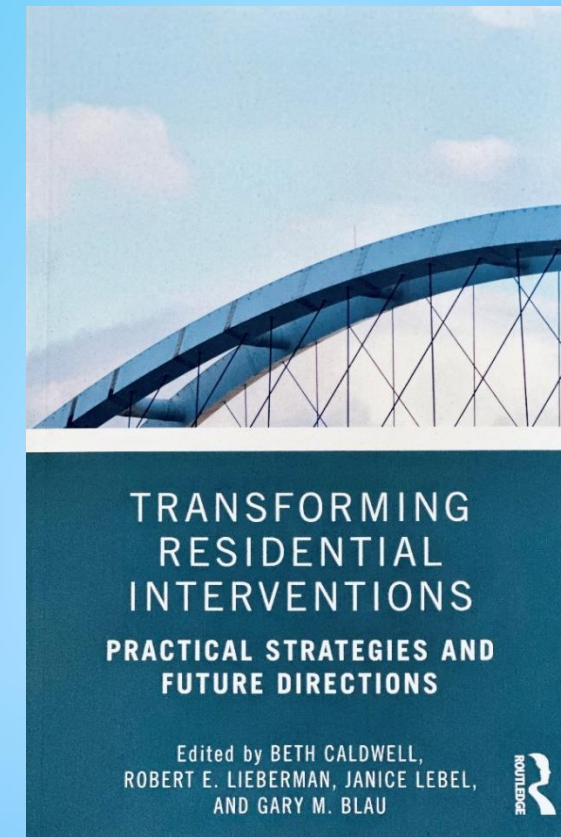
BBI Resources on Permanency:

BBI Informational Permanency Document:

[BBI Informational Document: Permanency Practices Collaboration Strategies for Child Welfare and Residential Programs - Building Bridges Initiative](https://buildingbridges4youth.org/BBI-Informational-Documents/Permanency-Practices-Collaboration-Strategies-for-Child-Welfare-and-Residential-Programs-Building-Bridges-Initiative)
(buildingbridges4youth.org)

BBI Permanency Tip Sheet:

[BBI Permanency Tip Sheet - December 2020 - Building Bridges Initiative](https://buildingbridges4youth.org/BBI-Permanency-Tip-Sheet-December-2020-Building-Bridges-Initiative)
(buildingbridges4youth.org)



BBI Book (2020) Chapter 6

BBI Resources on Permanency:

Casey Family Programs Policy Brief:

<https://buildingbridges4youth.org/document/casey-family-programs-policy-brief-on-family-search-and-engagement/>

Quality Improvement Center on Engaging Youth in Finding Permanency (QIC-EY)

<https://qic-ey.org/>

Redefining Residential: Strategic Interventions to Advance Youth Permanency:

<https://togetherthevoice.org/wp-content/uploads/2020/03/Paper-13.pdf>

Ideas for Follow-Up to this Webinar:

1. Consider having all leadership and clinical staff view the webinar.
2. Hold discussion groups with staff who have viewed, use your own or the draft framework below for guiding the discussions:
 - What are your thoughts about the answers the faculty provided to the questions asked?
 - Is there anything that you heard that is confusing and we should discuss to clarify?
 - Did you hear anything on the video that made you think of ways that our program could improve? Please share.
 - Do you have additional suggestions for how we can improve our focus, program practices and staff skills specific to permanency?



Please help us in designing future learning opportunities by completing the short evaluation found at the following link

LINK:

<https://www.surveymonkey.com/r/BBIMIPermanency>



Plummer Youth Promise Contact Information



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BBI Contacts



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Thank you!