

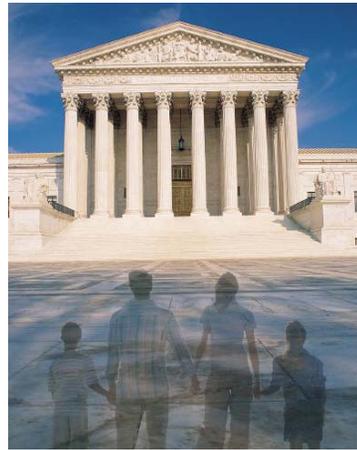
Family Development Credentialing

Family Development Credentialing (FDC) provides frontline workers with the skills and competencies they need to empower families to attain a healthy self-reliance and interdependence within their communities. FDC offers quality, sequential training enabling workers to develop these skills and competencies, and provides a credential recognized throughout the country.

FDC-PA is offered through the Community Action Association of Pennsylvania, a partner in the Temple University National FDC Board. (<http://www.temple.edu/harrisburg/Family-Development-Credential/>)

FDC Core values include:

- ⇒ All people and families have strengths.
- ⇒ All families need and deserve support. How much and what kind of support varies throughout life.
- ⇒ The deficit approach, which requires families to show what is wrong in order to receive services, is counterproductive to helping families move toward self-reliance.
- ⇒ Families must choose their own goals and methods of achieving them, with agencies supporting families.
- ⇒ Services are provided so families can reach their goals, and are not themselves a measure of success.
- ⇒ For families to move out of dependency, helping systems must shift from a "power over" to a "shared power" paradigm.



3 Month Judicial Review

Federal rules require judicial reviews at least every 12 months. Pennsylvania statutes require judicial reviews to occur at least every six months. Permanency Practice Initiative counties are conducting reviews at least every three months. More frequent judicial reviews are key in moving forward safe, timely permanency.

CPCMS Dependency Module

The Common Pleas Case Management System (CPCMS), creates a database for all dependency matters including court orders for all major hearings. The system also provides courts with management and statistical reports. CPCMS is being used in all 60 judicial districts.

Children's Roundtable

In an effort to gather, disseminate and implement best practice across Pennsylvania's judicial districts, a three-tiered statewide communication infrastructure was developed. This includes local Children's Roundtables (CRT) in each of the 60 judicial districts, seven Leadership Roundtables and one State Roundtable. CRT's are conveyed by the lead dependency judge and co-facilitated with the child welfare administrator.

Pennsylvania Permanency Practice Initiative

Office of Children & Families in the Courts
Administrative Office of Pennsylvania Courts
Supreme Court of Pennsylvania

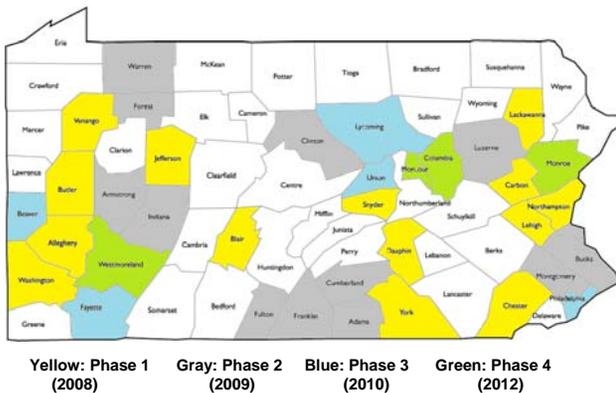


Pennsylvania Judicial Center
601 Commonwealth Avenue, Suite 1500
PO Box 61260
Harrisburg, PA 17120-0901
Phone: (717) 231-3300
Fax: (717) 231-3304
www.ocfcpacourts.us

Permanency Practice Initiative Overview

The Pennsylvania Permanency Practice Initiative (PPI), commissioned by the State Roundtable in June 2007, forms the practice change foundation for Pennsylvania's Dependency System. As of August 2012, thirty-five (35) counties are participating in the PPI. These counties, represent 78% of all children in Pennsylvania's out-of-home care system.

Permanency Practice Initiative Phase One, Two, Three & Four



The underlying premise of the PPI is that enhanced judicial oversight combined with strength-based, family-led social work practice will ultimately increase the number of children safely maintained in their own homes and support expedited permanency either through safe reunification or the finalization of another permanent plan. The PPI practice combination includes:

- ◇ Family Finding
- ◇ Family Group Decision Making
- ◇ Family Development Credentialing
- ◇ Grief & Loss education
- ◇ 3 month judicial reviews
- ◇ Common Pleas Case Management System-Dependency Model
- ◇ Local Children's Roundtable

Family Group Decision Making

Family Group Decision Making (FGDM) is the core system reform practice in the PPI. It focuses on identifying strengths, addressing concerns and implementing a family-led, agency supported planning process. FGDM includes all those who care for children and families in the planning process and focuses on identifying solutions. While these ideas work for specific case plan development, they are also powerful concepts for reforming systems.

The process recognizes the importance of involving family groups in decision making about children who need protection or care. It can be initiated whenever a critical decision about a child is required. In FGDM, a trained coordinator who is independent of the case brings together the family group and agency personnel to create and carry out a plan.

FGDM positions the family group to lead decision making with the statutory authorities supporting family group plans that adequately address concerns. The statutory authorities also organize service providers from governmental and non-governmental organizations to support the family.

Family Group Decision Making is not a conflict-resolution approach, therapeutic intervention, or forum for ratifying professionally crafted decisions. Rather, FGDM actively seeks the collaboration and leadership of family groups in crafting and implementing plans that support the safety, permanency, and well-being of their children.

The PA FGDM process is a strength-based empowerment model designed to unite a wide family group, including relatives, friends, community members and others in collectively making decisions to resolve identified concerns.



Family Finding

Family Finding (FF) provides a specific methodology to locate and engage relatives of children in out-of-home care. The goal of Family Finding is to provide every child with the life long connections that only a family can offer. Core beliefs inherent in this approach are:

Family



Every child has a family and every effort should be made to keep the child within that family.

Loneliness



Loneliness can be devastating and particularly felt by foster children.

Belonging



Meaningful connections to family help a child develop a sense of belonging.

Relationship



The most common factors in positive outcomes are meaningful connections and relationships with a safe loving, and supportive family. Family Finding helps to identify people who love and support the child/family and who might be invited to a FGDM conference.