

# PERMANENCY PLANNING CONFERENCES

ROSE CLYNE  
KIM IRWIN



## Objectives for PPC Training

---

- Understanding the importance of a PPC
- Awareness of the PPC process
- Understanding the roles of the participants



## **Permanency Planning Conferences**

---

- **A process designed to assist the D.H.S. in making the best possible decisions on the safety and protection of children in the least restrictive manner when placement may be necessary.**

## **Permanency Planning Conferences**

---

- **Information Sharing process**
- **Safety and Protection for the child(ren)**
- **Designed to reach Consensus**
- **Focus is on the best interest of the child(ren)**
- **Ensures participation and support of the decision making process**

## Permanency Planning Conferences Values

---

- A group can be more effective in decision-making than an individual
- The family are the experts on themselves
- When families are respectfully included in the decision-making process, they are capable of identifying and participating in addressing their needs

## **Belief Shift Paradigm**

Parents as clients	↗	Parents as <u>partners</u>
Foster parents as caregivers	↗	Foster parents as <u>partners</u>
Community providers	↗	Community <u>partners</u>
Deficits	↗	Capabilities
Weaknesses	↗	Strengths
Standardized	↗	Individualized
Autocratic	↗	Team based
Rescue the child	↗	Empower the family
Reacting	↗	Responding

## **Basic Beliefs**

- Children do best with families
- Agencies can do a better job of supporting and training foster families
- Foster care is a temporary placement
- Foster and birth parents are teammates
- Team's goal is to protect children

## **BENEFITS**

## Possible Benefits of Permanency Planning Conferences

---

- Demonstrates Respect
  - Involves the Family and Community in the Decision
  - Generates cooperation by focusing on strengths
  - Recognizes that the family is capable of positive change
  - Process is open and honest.  
“Nothing is said about me... without me.”
  - Plans are ‘Individualized’

## Possible Benefits of Permanency Planning Conferences

---

- Quality Improvement
  - Data collection
  - The level and number of ideas increase
  - Consistency
  - Improved level of safety for child(ren)
  - Accountability
  - Better decisions / better outcomes
  - Accuracy of information

## Possible Benefits of Permanency Planning Conferences

---

- Working as a Team
  - Responsibility for the decision is shared
  - Risk is shared
  - Work load is shared
  - Support is shared
  - Energy for the plan is increased
  - Involvement and commitment increase

## **PPC SITUATIONS**

## SITUATIONS FOR A PERMANENCY PLANNING CONFERENCE MEETING

---

- ✓ **Removal**    ▶ Emergency  
                         ▶ Considered
- ✓ **Placement Preservation**
- ✓ **Permanency Planning**
- ✓ **Reunification**
- ✓ **Change of Goal**

What is a Permanency Planning  
Conference?

---



## Who will be at the PPC?

---

- Birth Family / Caretakers
- Extended Family
- Friends / Fictive Kin
- Neighbors
- Foster Parents
- Community-based service providers
- Other professionals involved with the family
- Guardian Ad Litem/Family's Attorney
- D.H.S. Staff / Supervisors
- Community Representatives



## ROLES OF PARTICIPANTS

## Facilitator's Role

---

- Manage the process of the PPC meeting
- Keep the group moving toward reaching a decision about placement
- Assist the assigned worker in leading a discussion about safety, knowing that the family and worker are the content experts
- Strive for consensus by all participants

## Role of the Specialist

---

- Discusses the need for meeting with their Supervisor
- Invites Participants
- Presents a summary of the situation
- Contributes to the discussion
- Is open to the ideas presented
- Explores alternatives at the meeting

## Role of the FIS/ES

---

- Knowledge of Programs and Funding Sources
- Knowledge of family history, past/present services and income eligibility for financial assistance and Medicaid
- Prevention's ability to access supportive services
- Knowledge of the family's strengths

## Role of the Foster Parent/Caregiver during a PPC

- Knowledge of the child welfare system and court
- Advocate for appropriate community resources
- Understanding the needs of the child.
- Advocate for the agency plan
- Assist the birth family in understanding the agency's concern's in regards to safety and risk.
- Empower families
- Support positive relationships

## Role of the Community Representative

- Knowledge of resources & services for children & families
- Advocate for the family to seek out community resources
- Assist the family & their supports
- Help Agency personnel
- Assure that the situation is thoroughly examined
- Present alternatives to the Agency & family

## TDM Meeting Process



- Introduction
- Ground Rules
- Issue Identification
- Situation Assessment
- Brainstorming
- Decision
- Safety / Action plan
- Recap / Closing

## Introduction

- Purpose of PCC
- No decision has been made

## Ground rules

- Right to privacy
- Respect and dignity



## **Ground rules**

- Right to privacy
- Timeframe for PPC
- Respect and dignity
- One person speaks at a time
- Every person will have the chance to speak
- Open/honest communication
- Goal is to reach consensus
- Safe environment
- Appropriate conduct
- Phones on vibrate
- No side-bars

## Issue Identification

- Discuss concerns
- Identify strengths
- Focus on safety and protection

## Situation Assessment

- Present Facts
- Develop a clear understanding of situation



## Issue Identification

### Caseworker's Role:

- Explain purpose for meeting
- Discuss concerns
- Introduce SDM tools
- Discuss services provided
- Evaluate progress

## Issue Identification

---

### Facilitator's role:

- Help caseworker lead discussion of concerns
- Provide a safe and supportive environment for participants
- Focus on safety and protection



## Situation Assessment

---

### Facilitator's Role:

- |                             |                           |
|-----------------------------|---------------------------|
| • Document information      | • Caseworker's Role:      |
| • Glean factual information | • Clarify jargon          |
| • Develop common ground     | • Direct conversation     |
| • Summarize information     | • Encourage straight talk |
- Strength Based Perspective

## Brainstorming

- Discuss concerns
- Identify strengths
- Focus on safety and protection

## Decision

- Present Facts
- Develop a clear understanding of situation

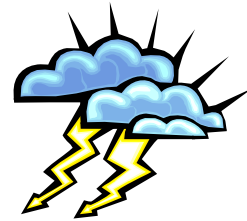
## Levels of Consensus

- Team reaches consensus
- Agency personnel decide and makes recommendation to court

## Brainstorming

### Facilitator's role:

- Provide an explanation
- Encourage creativity and innovation
- Summarize information
- List ideas



### Caseworker's Role:

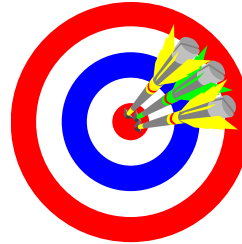
- Help elicit ideas from the group
- Remain open to family and community's ideas
- With facilitator present agency's policies and practices

## Decision

---

### Caseworker's Role:

- Reality testing
- Consider all ideas



### Facilitator's Role:

- Consensus
- Checks for agreement
- Attend to feelings of family members

## CONSENSUS

---

- A mutual understanding or agreement with the decision of the team, by the team.
- A decision that supports and ensures the safety and protection of children in the least restrictive and least intrusive manner.

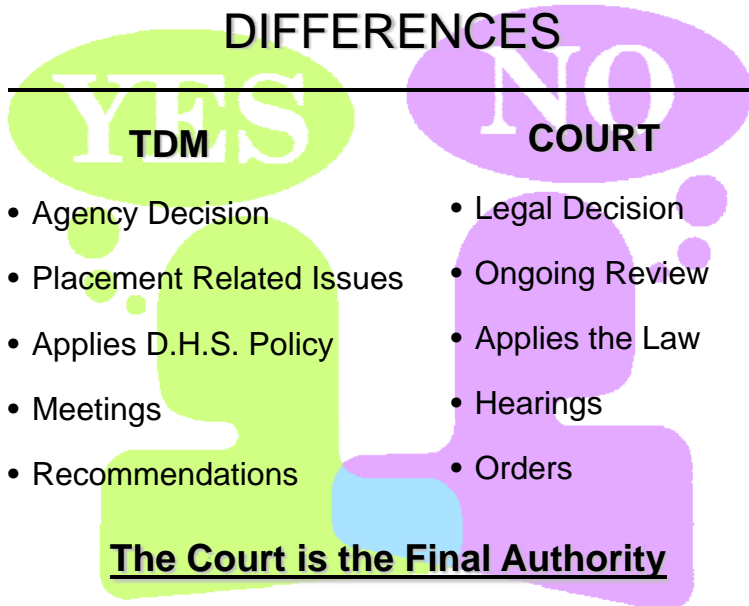
## CONSENSUS

---

- Consensus is a process.
- Consensus is not unanimity.
- Consensus means there is a willingness to support the team's decision and its plan

## DIFFERENCES

---



## SIMILARITIES

---

### **TDM MEETINGS**

Each child coming within the D.H.S.'s jurisdiction receives:

- Best Possible Decision
  - **Safety and Protection**
  - **Least Restrictive Manner**
  - **Least Intrusive Manner**
- Community Supported
- Placement Related Issues

### **COURT**

Each juvenile coming within the Court's jurisdiction receives:

- Care, Guidance
- Preferably in Own Home
- Conducive to Welfare
- Best Interest of State

If a Juvenile is removed:

- Placed in care as nearly as possible equivalent to the care that should have been given

## Court Benefits

---

- Comfort that all options have been explored
- Knowledge that the D.H.S. has an internal process to insure proper policy and procedure has been followed.
- Informed parents at hearings. They will be informed of the Agency's recommendation when they participate in the PPC process. They will be aware of the court process.
- Assists in establishing Reasonable Efforts.

# Questions

---

Thank You for participating in  
this presentation.

---