THE FOUNDATION OF ADR IN THE NORTH: COLLABORATION

AGENDA

1. What are the key theoretical and philosophical considerations for integration of ADR into child protection practices?
2. How are these theories & philosophies complementary to ADR?
3. Why does this collaboration work?
4. How does the collaboration work? What are some of the practical implementation steps that enhance the utilization of ADR?
5. What scenarios has ADR proven most helpful?
The Shifting Frame of Practice in Child Welfare

2000: Ontario Risk Assessment Model (ORAM)

- Risk focused
- Deficit based
- Medical model
- Professionally driven
2006: Transformation Agenda

Represented a significant cultural and philosophical shift in child welfare delivery

- Differential Response Model
  - Founded in research and belief that effective engagement of children and families results in safety of children
  - Case sensitive and customized responses
- ADR Policy Directive
  - CFSA was amended to include ADR for child protection

2008: Signs of Safety (SOS)

- A solution and safety orientated approach to child protection – a movement from problem solving to solution building
- Adopted as a method by which Differential Response approach is practiced
- Agency wide training, trainers brought in from Olmsted County, US
- HRI, VAW as examples of community collaboration where SOS is used
2008: Signs of Safety (SOS)

Danger/Harm
Why is CAS involved?
What is happening in my life that may be putting my child at risk?
(in danger, in harms way)

Risk Statements
What are we worried about?
What are we afraid may happen?

Complicating Factors
Things that make our lives more difficult or confusing?
Things we are struggling with.

Building Safety & Strengthening Families
Genogram
(Our Family Tree)
EcoMap
(Community Services that we use)

Grey Area
What information is missing?
What are we unsure of?

Next Steps
What can we do to make our child even safer?
Who will do what, and when will they do it?

Safety
What have we done for a long time that has kept our child(ren) safe?

Strengths/Protective Factors
What are good things about our family?
What helps our family?
Who helps our family?

Purpose
Why are we meeting today?

2008: Signs of Safety (SOS)

<table>
<thead>
<tr>
<th>What's Working Well</th>
<th>What You're Worried About</th>
<th>What needs to happen</th>
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</thead>
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Adapted from Andrew Turnell's Signs of Safety Training at Peel Children's Aid Society, September, 2007.
2009: Anti-Oppressive Practice (AOP)

- Internal AOP Committee was struck
- AOP Agency Policy developed
- Ontario Child Welfare Anti-Oppression Roundtable (AOR) representation
- ADR puts theory into practice
- Acknowledges power imbalances
What are some of the shared values in these approaches?

- Child safety and well-being is paramount
- Strength-based
- Solution-focused
- Family-centered
- Child-focused
- Acknowledges family expertise and resources
- Encourages collaboration between child/family and professionals

What are some of the shared values in these approaches?

- Inclusive of a wider range of formal/informal supports
- Focuses on meeting the needs of the child & family
- Gives voice to the child & their family
- Involves the child/family in aspects of case planning
- Real and open in addressing risks and challenges
- Supports positive change
- Culturally sensitive
FAMILY INVOLVEMENT CONTINUUM

<table>
<thead>
<tr>
<th>Families, along with their support network, craft initial plans that are subsequently shared with the professionals.</th>
<th>Families are part of the decision making team.</th>
<th>Families have a genuine voice at the meetings.</th>
<th>Families are present at meetings.</th>
<th>Families are not included in meetings.</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ Family Group Decision Making</td>
<td>✓ Child Protection Mediation</td>
<td>✓ Child Admission</td>
<td>✓ Court Proceedings</td>
<td>✓ Critical Case Reviews</td>
</tr>
<tr>
<td>✓ Infant Response Planning Mtgs</td>
<td>✓ Exploring Alternatives to Care</td>
<td>✓ Signs of Safety Board Meetings</td>
<td>✓ Family Centered Conferences &amp; Service Planning Meetings</td>
<td>✓ Legal Consultations</td>
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Adapted from American Humane
Where are we now with ADR?

- Increased referrals to ADR, appropriate consultations
- Numerous bottom lines/more prescriptive → Fewer bottom lines/more room for family decision making
- Easier to identify the family’s strengths
- Better articulation of concerns/worries
- Participation in ADR for child protection staff increasingly natural

At the end of the day, you can focus on what’s tearing you apart, or what’s holding you together.
ADR in the North: Why does it Work?

- Accessibility of ADR Staff
- CAS Staff knowledge of ADR
- Ongoing critical dialogue, ongoing joint training and information sharing
- Trusting and respectful relationship between CAS and ADR Staff
- An understanding and appreciation of one another’s work

ADR in the North: Why does it Work?

- Existing relationships between professionals
- Complementary agency values
- CAS agency culture shifts
- Positive results and experiences using ADR
- Commitment on the part of both agencies (ie. ADR Leads)
ADR in the North: How does it Work?

- Consultation process
- Referral process - a collaborative development, streamlined, central intake
- Standardized response
- Summary development

ADR in the North: How does it Work?

- Easy access to ADR staff
- Preparation meetings with CAS staff before the ADR
- Follow-up meetings as a practice norm
- Commitment to have supervisor present
- Flexible schedules - evening and weekend meetings (union contract)
Types of Referrals

✓ Pregnancy planning
✓ Support planning/Prevention
✓ Exploration of caregiver options/Placement
✓ Custody/Access
✓ Transition planning

Types of Referrals

✓ Family connection
✓ Long-term planning/Permanency planning
✓ Youth in Transition
✓ Adoption/Openness
✓ Case closure
Dezi's Story

How has the ADR process been helpful to your family?

How did ADR support the plan that was developed by the family?
What would you say to professionals and families about ADR?

Thank you!

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