

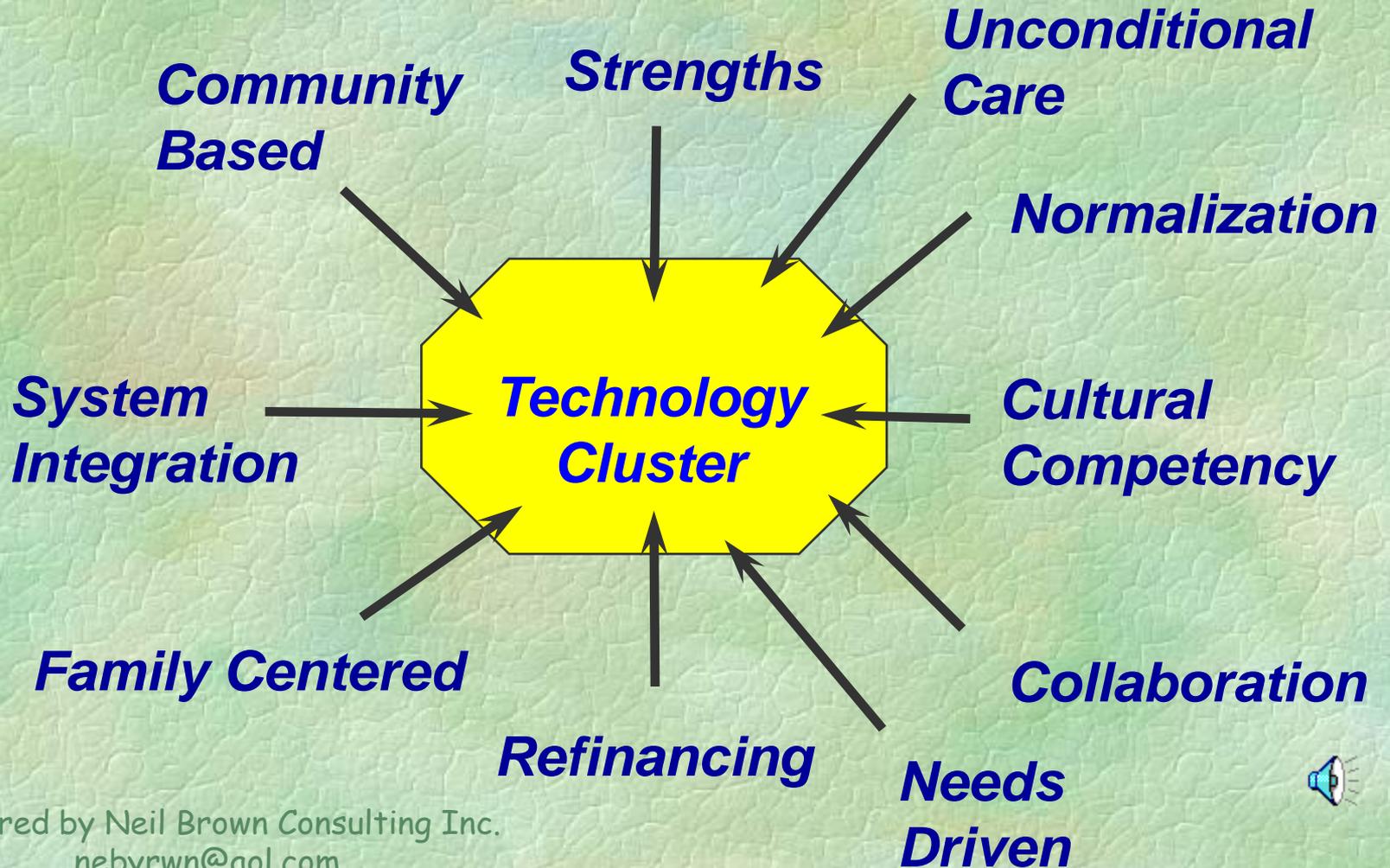
Implications of Deciding to do Wraparound



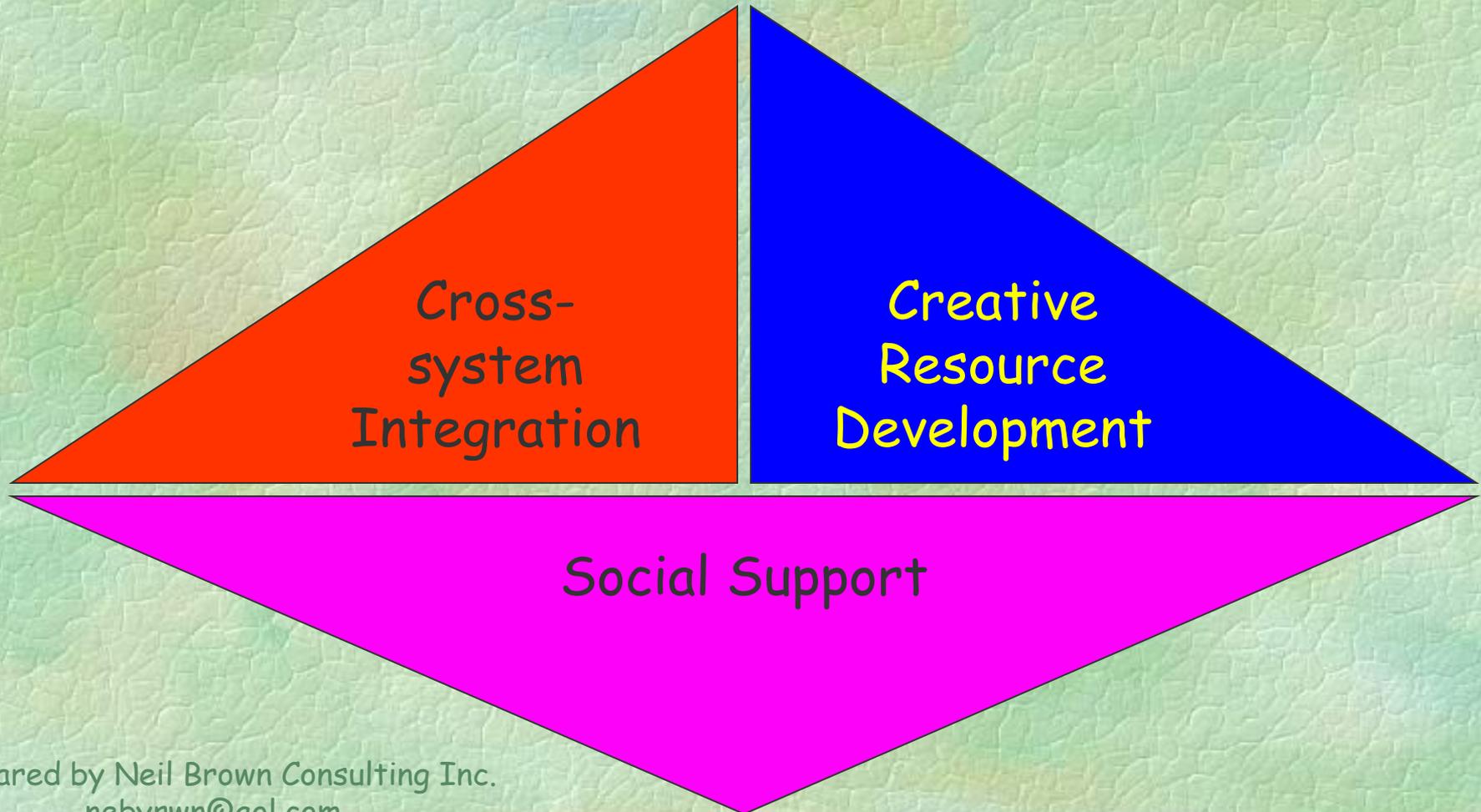
Lucas County
December 2009

Prepared by Neil Brown Consulting Inc.
nebyrwn@aol.com

Wraparound: A Cluster of Technologies



The Three Cornerstones of Wraparound



Four Key Phases of Wraparound

- Engagement
 - Brining families into the process and establishing the team
- Planning
 - One or two facilitated meetings to establish a family, needs, and strengths driven plan
- Implementation
 - Refining and adapting the plan to improve the fit between "need" and "help"
- Transition
 - Summarizing progress and determining the next level of support, if any

The Nest for Effective Wraparound



- Teams at the family level
 - Facilitator
 - Team members ready to be a team
 - Capacity to plan more than services
- Cross agency Management Connections
 - Commitment to learn and use the process
 - Commitment and actions around family partnership
- Collaboration at the System Level
 - Creating and supporting conditions for this to thrive
 - Vision of broader change than simply implementing Wraparound

So... You think this might be
a good idea



Let's look a little deeper

Conditions and System Levels

Team Level	Organizational Level	Policy and Funding Level
Practice model		
Collaboration/Partnerships		
Capacity Building/Staffing		
Acquiring Services/Supports		
Accountability		

Practice Model

- Team Level
 - A clear pattern of practice exists and is adhered to in multiple teams
- Organization Level
 - Agency supports the practice model through training and supporting team functioning
- Policy and Funding Level
 - System level support of the practice model across systems

Collaboration and Partnerships

- Team Level
 - The right people get to the right meetings in the right way
- Organization Level
 - Agencies empower staff and families to participate in teams
- Policy and Funding Level
 - Leaders resolve funding and other problems on a regular and public basis

Capacity Building and Staffing

- Team Level
 - Team members demonstrate good team skills and behaviors
- Organization Level
 - Agencies resolve work environment challenges
- Policy and Funding Level
 - Community has a plan for developing staffing capacity and a career ladder

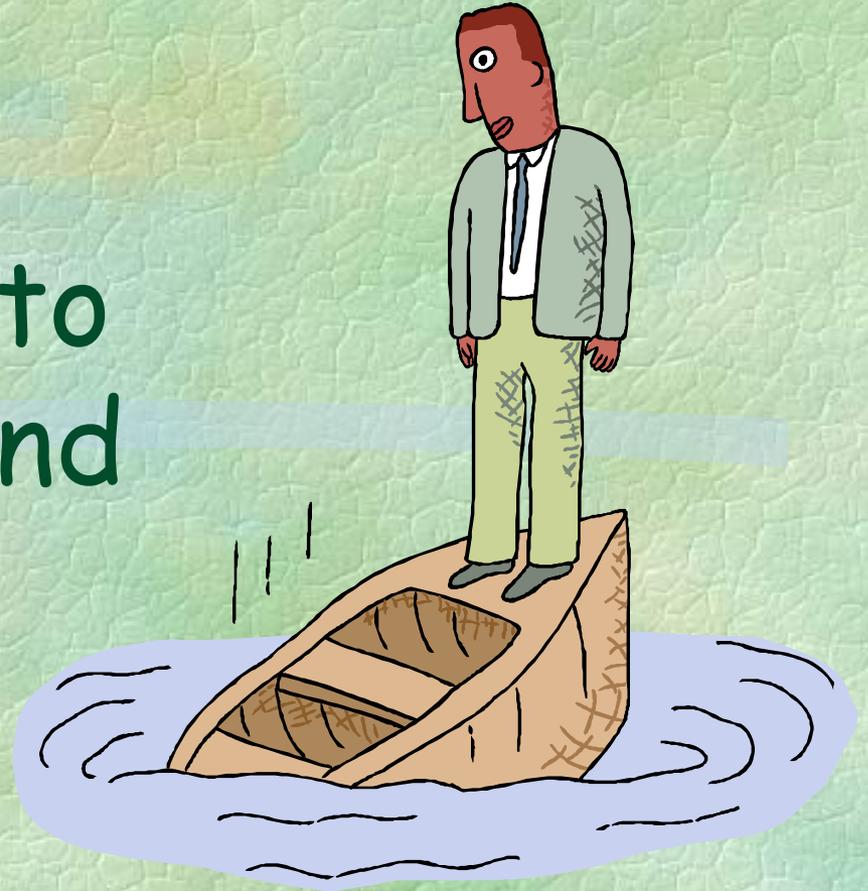
Acquiring Services and Supports

- Team Level
 - Teams build tailored plans that include formal and informal supports
- Organization Level
 - Agencies promote community involvement at all levels of planning & doing
- Policy and Funding Level
 - Adequate flexibility in getting and paying for a variety of supports exists

Accountability

- Team Level
 - Team documents progress toward a mission and goals
- Organization Level
 - Agencies aggregate and report outcomes and outputs
- Policy and Funding Level
 - Outcomes monitored, community plans revised and updated

Top Ten Ways to Sink Wraparound in your system



Top 10 Ways to Sink Wraparound

6. Elect or appoint yourself the Wraparound Guru for your area.
7. Develop at least three sets of new forms, require staff to use all of them & punish them when they don't.
8. Make people ask for what they need at least three times
9. Assign workers to go to the same training until you decide they "get it"
10. Tell workers that wraparound planning is not "real" family work

Top 10 to Sink Wraparound

1. Tell them that it's all their fault that wraparound started
2. Create paperwork defining wraparound planning & refuse to talk to workers until you have seen them read it
3. Tell Workers this is easy
4. Tell workers that wraparound is someone else's idea as families in your community don't have any strengths
5. Send their requests back a lot and don't tell them how to improve

Top Ten Ways to Support the Wraparound in your System



Prepared by Neil Brown Consulting Inc.
nebyrwn@aol.com

Top 10 Ways to Support Wraparound

6. Begin to interview workers to hear where they are at. Do it at least three times.
7. Check back with workers after an initial consultation
8. Create support groups of parents and workers together to discuss struggles
9. Go through files and find one form to discontinue: announce it
10. Get workers together in "safe" settings to talk about what's working

Top 10 Ways to Support Wraparound

1. Generate uncommon sense and enthusiasm about the possibilities
2. Inform management about struggles in clear concise ways which will result in action
3. Be clear about what's in it for workers
4. Assume positive intent & commitment to change
5. Create internal and external partners with wraparound efforts