Brought to you by: Arapahoe, Garfield, Jefferson and Larimer Counties!

Decision Making at Screening

RED Teams
RED TEAMS

Review  Evaluate  Direct

RED Teams: Rob Sawyer and Sue Lohrbach
Differential Response in Child Protection: Assigning a Pathway, Protecting Children, Volume 20
A Tale of Two Decisions

TRADITIONALLY

- Based solely on information presented in the referral
- Reliance on one person or role’s expertise
- Decision making becomes routine.

RED TEAM

- Based on referral information, real time information from those present, and background information review
- Group decision
- Decision making is a dynamic process, almost every time.
Implementation Hopes

- Transparency in the agency
- Balanced assessment begins at referral
- Learning opportunities for new workers
- A showcase for your community
- Seeing the right families at the right time
- A new way of thinking about things: Organizing information in a framework.
- Getting Champions on board to move practice forward
Some counties use RED team for: Institutional, PA4, Immediate, Adult, Mostly for 3 and 5 day referrals.

Workers have more information when they go out.

Workers are often present when the family is discussed.

Cultural Considerations
Implementation Challenges

- Time – gets better over time.
- Scheduling people to attend Red team
- Story-telling
- A new way of thinking about things: Organizing information in a framework.
- Cultural considerations
- Acknowledgement of the ‘gray’ areas in our work.
- State or County policies in place that may impact the ability to do RED Team.
Implementation Considerations

- Enhanced Screening.
- Set up: Computers for Colorado Courts, History search and documentation in Trails, White Boards, markers, RED team Rooms.
- Roles: Facilitator, Recorder, Researcher, Reader some roles are combined.
- Slow down the process to make better decisions with better understanding of Safety vs Risk.
Documenting in Trails

- Track Purpose, Duration, Date and time
- Capture Worries, Strengths, and Next Steps
- Track Client, Collateral and Staff Participation
Circumstances known to the reporting party that indicate the children are in imminent danger or that they have been abused or neglected.

Circumstances that make building safety and working with the family more complicated. This includes research-based risk factors.

Factors pertaining to the child(ren) that make them more vulnerable (i.e. age, mental or physical condition).

Cultural beliefs, values, resources that influence the family's lifestyle and parental practices.

Strengths, use of resources and support demonstrated over time. Pattern or history of exceptions.

Assets, resources, and capacities within families, individuals, and community that are available to the family.

Direction from the RED team for the worker who is assigned and/or next steps for further screening/review.
What is the alleged maltreatment in this referral?
Does the alleged maltreatment meet criteria for agency response?
If yes, what is the response time?
Continuous Quality Improvement

- Framework has been implemented in Trails for two years.
- From Oct 2010 through September 2012:
  - 29,000 Child Protection Referrals have been reviewed by RED teams
  - 70% of all Child Protection referrals in DR counties were reviewed by RED team
- On average, we try to have more Caseworkers than Supervisors present, 5-7 team members if possible
Overall, 8% decrease in screen-in rate in the most recent year (Oct 11- Sep 12) compared to prior RED Team years:

- Oct 2009- Sep 2010: 51%
- Oct 2010-Sep 2011: 44%
- Oct 2011- Sep 2012: 43%

Referral acceptance rate itself is not an outcome, however lower acceptance rate leads to more efficient use of limited intake resources as long as safety is not compromised.
Re-referral rate on screen-outs

Measure re-referral rate within 6 months of screened out referral

- Re-referrals in year prior to RED Teams (Oct 2009-Sep 10): 33%
- Re-referrals in year after RED Teams (Oct 2010-Sep 11): 31%
- Re-referrals in year after RED Teams (Oct 2011-Sep 2012): 32%

- As before the pilot, all five counties are continuously reviewed by ARD and have all fared the same.

- Screen out – no identified safety concerns!
Colorado is the first state to do Red teams on a large scale. All five pilot counties who implemented DR, also did Red teams. Red team process is part of DR, but they can each be done independently of each other.
Resources and References