High-Fidelity Wraparound and Workforce Development

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Agenda

- Wraparound Overview
  - Principles
  - Theory of Change
  - Phases
  - Roles
  - What’s different about HFW

- Credentialing

- Other Workforce Development
What is Wraparound?

- [https://vimeo.com/38060393](https://vimeo.com/38060393)
- Wraparound is an evidence-based team process to manage care for families with complex needs who are involved in multiple systems
- Designed for the most complex families in order to reduce out-of-home placement and youth homelessness
- Develops an integrated plan that utilizes individual strengths, needs, and culture
- Family driven process that uses natural and informal supports
- Makes case work easier and more efficient for providers
10 Principles of High Fidelity Wraparound

- Family voice and choice
- Team-based
- Natural supports
- Collaboration
- Community-based
- Culturally competent
- Individualized
- Strengths-based
- Persistence
- Outcome-based

(Source: National Wraparound Initiative)
Wraparound’s Theory of Change

Positive Outcomes

- Youth/Family prioritized needs
- Self-efficacy
- Natural supports
- Integrated planning
- Purposeful transition
Phases of Wraparound

**Engagement**
- Orient the family to wraparound
- Stabilize crisis
- Develop Discovery
- Prepare for first meeting
- Engage potential team members

**Planning**
- Develop a plan
- Develop a detailed crisis plan

**Implementation**
- Implement the plan
- Revisit and update the plan
- Maintain team cohesion and trust
- Support purposeful transition

**Transition**
- Plan for completion of wraparound
- Conduct commencement celebration
- Follow up with family
Wraparound Roles

- **Wraparound facilitator or care coordinator:** sets up meetings, oversees the plan, makes sure all of the team is participating, monitors progress

- **Family advocate or family support partner:** provides peer support to parents and caregivers, helps families build natural/informal supports, helps families advocate for themselves

- **Team members**
  - Formal supports: providers who are paid to work with the family, such as the wraparound staff, clinicians, probation officers, caseworkers, etc.
  - Informal supports: community resources available to anyone, such as recreation centers, churches, etc.
  - Natural supports: family, extended family, friends, neighbors, etc.
What Wraparound is NOT

- Wraparound is NOT a substitute for services, such as mental health, substance abuse, or family therapy
- Wraparound is NOT a crisis response service (although the wraparound process involves creating and utilizing a crisis plan)
What is different about Wraparound?

- High-fidelity wraparound may seem similar to other team-based or collaborative processes, but it is different in several ways:

1) In the wraparound process, the family and youth vision is what drives the plan.
   - It’s not just about agencies deciding how to work together to coordinate the family’s services.

2) Emphasis is placed on building natural and informal supports.

3) Family self-efficacy is intentionally developed throughout the process.

4) The goal is to have a single, unified plan for the family that everyone on the team works together to achieve: formal supports (agencies) as well as natural and informal supports.
   - Agency involvement, health, and education/employment needs should be incorporated into the family plan.
Wraparound in Colorado

- High-Fidelity Wraparound has been supported in Colorado for the past 7 years through the COACT Colorado initiative, funded by a cooperative agreement between the Office of Behavioral Health, SAMHSA, and local communities.

- Target population is children and youth with serious behavioral health challenges.

- For the past 4 years, 7 communities chose to focus at least 25% of population served as children/youth with dual diagnosis of mental health and intellectual/developmental disabilities.

- Currently, there are 14 HFW Coaches in Colorado, approximately 30 facilitators, and approximately 15 family support partners.
Goals for Credentialing the Wraparound Workforce

**Quality**
- All wraparound clients receive high-quality, individualized, trauma-responsive care coordination and support.

**Fidelity**
- Fidelity to the 10 principles, action steps, and theory of change is consistent for all clients in high fidelity wraparound.

**Opportunity**
- All wraparound workforce receive the support and professional development they need to excel.
Fidelity Improves Outcomes with Wraparound

- Higher fidelity to the wraparound principles and practice is associated with better outcomes in
  - Behavior
  - Functioning
  - Restrictiveness of living
  - Satisfaction

Fidelity Improves Outcomes with Wraparound

Percent of Youth Showing Improvement on the CANS by Wraparound Fidelity Scores

- Not Wraparound (<65%): 55%
- Borderline (65-75%): 65%
- Adequate Fidelity (75-85%): 69%
- High Fidelity (>85%): 82%

Ongoing Coaching Supports Fidelity

Wraparound Fidelity in a System of Care with Variable Workforce Development Over Time

Pre Training: 64%
Training Only: 72%
Training + Coaching: 86%
"Gone to Scale" No Coaching: 73%

Coaching Structure

**Tier 1**

Able to coach and credential WF, FSP, and YSP

Must have experience as WF or supervisor

**Tier 2**

Able to coach and credential WF, FSP, and YSP, plus Tier 1 coaches

Minimum 2 years of experience as a Tier 1 coach, application to CSTI Advisory Board, and interview
Supervision Structure

- All Wraparound Facilitators are required to be directly supervised by a credentialed Tier 1 Coach or a credentialed Wraparound Supervisor.

Option A
- In-house Supervisor

Option B
- Supervisor Coach

OR

- In-house or external Coach
Wraparound Facilitators

Foundations trainings
- System of Care, Introduction to High Fidelity Wraparound, evaluation

Complementary trainings
- Youth Mental Health First Aid, Trauma Responsive Care

Coaching
- Passing scores on wraparound tools for 2 each of 6 meetings and 6 documents

Advanced trainings
- Motivational Interviewing

Fidelity
- 85% on Colorado Wraparound Fidelity Tool
Tier 1 Wraparound Coaches

- **Foundations trainings**
  - System of Care, Introduction to High Fidelity Wraparound, evaluation

- **Complementary trainings**
  - Youth Mental Health First Aid, Trauma Responsive Care

- **Coaching**
  - Passing scores on wraparound tools for facilitators plus 2 coaching circuits

- **Advanced trainings**
  - Motivational Interviewing

- **Coaching training**
  - High Fidelity Wraparound Supervisor and Coach Training

- **Coaching observation tools**
  - 85% on coaching observation tools

- **Inter-rater reliability**
  - 85% on wraparound tools for meetings, documents, and theory of change
Wraparound Supervisors

Foundations trainings
- System of Care, Introduction to High Fidelity Wraparound, evaluation

Complementary training
- Trauma Responsive Care

Supervisor training
- High Fidelity Wraparound Supervisor and Coach Training

Advanced training
- Motivational Interviewing

Communication
- Communicate weekly with your staff’s coach
Colorado Wraparound Fidelity Tool

- Developed by the wraparound workgroup as an adaptation to Vroon Vandenberg materials
- Measures fidelity to the 10 principles of wraparound, the action steps, and the wraparound theory of change
- 4 versions, each in English and Spanish:
  - Wraparound staff
  - Family
  - Youth
  - Team members
Infrastructure: Cross Systems Training Institute (CSTI)

- The CSTI oversees training, coaching, and credentialing the system of care workforce
  - Wraparound facilitators
  - Family support partners
  - Wraparound coaches
- Cross system training in core topics such as trauma responsive care (for all child- and youth-serving agencies and schools)
- State/university partnership with University of Colorado - Denver

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Supporting Trainings for HFW

- Introduction to High Fidelity Wraparound (Web-Based Training) – for all stakeholders to learn about HFW
- High Fidelity Wraparound Team Member Training (Web-Based Training) – for all team members of a wraparound team to learn their role and expectations for the wraparound process – will be available by October
Upcoming HFW-Related Trainings

- **High-Fidelity Wraparound Supervisor and Coach Training** – October 16-18 in Golden
- **High-Fidelity Wraparound 4-day trainings:**
  - August 5-6 and August 27-28 (Grand Junction)
  - October 1-2 and October 22-23 (Colorado Springs)
  - October 24-25 and November 20-21 (Denver/Boulder)
  - February 20-21 and March 19-20 (Denver/Boulder)
  - June 11-12 and July 16-17 (Denver/Boulder)
- More Colorado Springs/south and Western Slope trainings are currently being scheduled
NCTSN Road to Recovery Training

- The Office of Behavioral Health will sponsor 2 trainings in Federal Fiscal Year 19-20 utilizing the National Child Traumatic Stress Network “Road to Recovery” training for addressing trauma in children and youth with IDD.
- Trainings will be provided by NCTSN affiliate partners, Dr. Evelin Gomez and Dr. Angele Fauchier at the Kempe Center.
Learning Series and Case Consultation

- Current Project ECHO series on Dual Diagnosis: Mental Health and Intellectual/Developmental Disability with Partners for Children’s Mental Health and Children’s Hospital
Intellectual/Developmental Disabilities Training in Development

- The Office of Behavioral Health is currently working with Brian Tallant, LPC, and JFK Partners to develop 16 hours of training for professionals who work with individuals with IDD.
- Foundations 8-hour training is designed for high-fidelity wraparound facilitators, other care coordinators, educators, child welfare, etc.
- Clinical Applications 8-hour training builds upon the Foundations training for clinicians, including adapting mental health therapy for individuals with IDD.
- Training will be delivered by Brian Tallant 2-3 times in the next year.