

# 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>
- 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

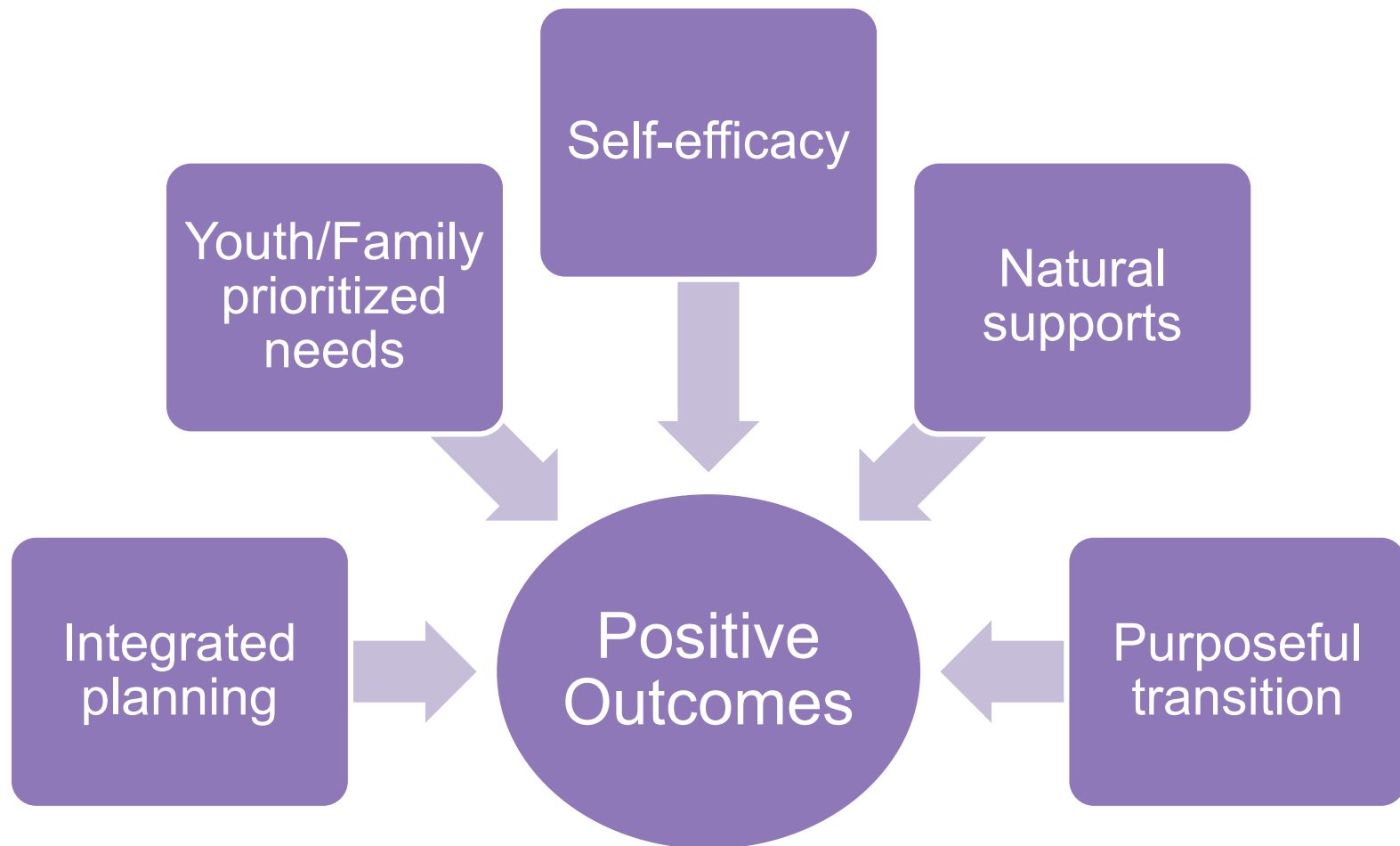
# 10 Principles of High Fidelity Wraparound

- 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



# Phases of Wraparound

## Engagement

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Orient the family to wraparound

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Stabilize crisis

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Develop Discovery

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Prepare for first meeting

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Engage potential team members

## Planning

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Develop a plan

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Develop a detailed crisis plan

## Implementation

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Implement the plan

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Revisit and update the plan

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Maintain team cohesion and trust

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Support purposeful transition

## Transition

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Plan for completion of wraparound

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Conduct commencement celebration

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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

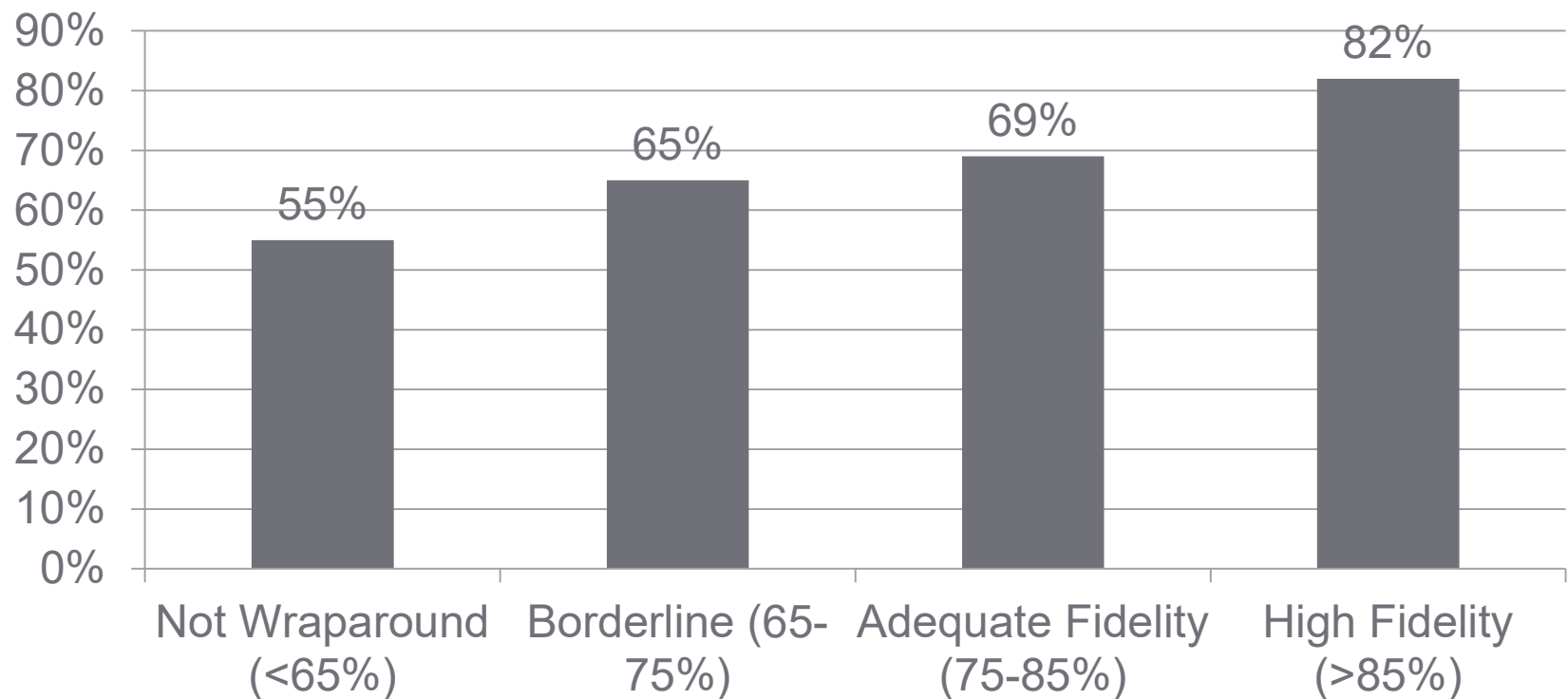
- Higher fidelity to the wraparound principles and practice is associated with better outcomes in
  - Behavior
  - Functioning
  - Restrictiveness of living
  - Satisfaction



Bruns, E. J., Suter, J. C., Force, M. M., & Burchard, J. D. (2005). Adherence to wraparound principles and association with outcomes. *Journal of Child and Family Studies*, 14, 521-534.

# Fidelity Improves Outcomes with Wraparound

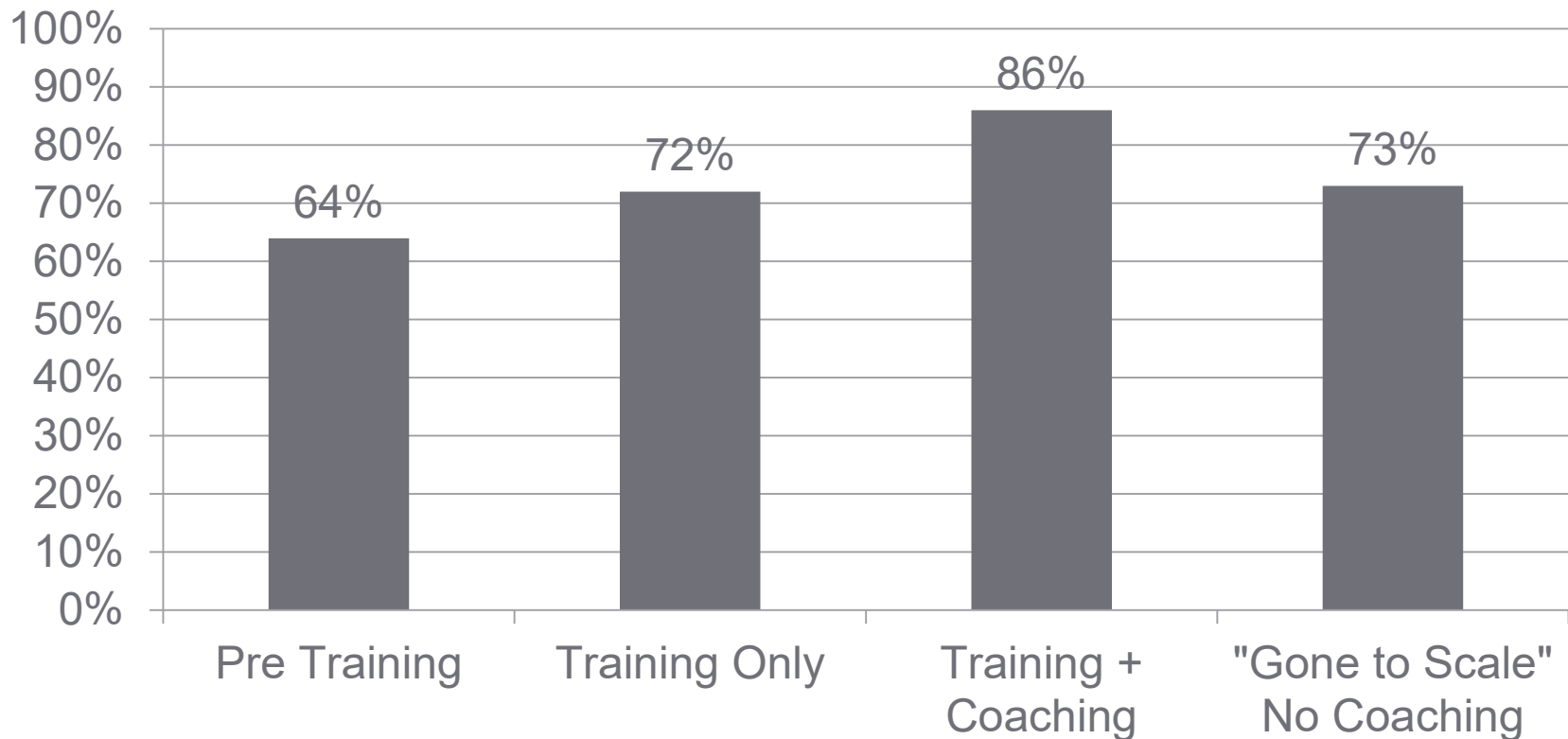
**Percent of Youth Showing Improvement on the CANS by Wraparound Fidelity Scores**



Effland, V. S., Walton, B. A., & McIntyre, J. A. (2011). Connecting the dots: Stages of implementation, wraparound fidelity, and youth outcomes. *Journal of Child and Family Studies*, 20, 726-736.

# Ongoing Coaching Supports Fidelity

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



Bruns, E. (2015). Wraparound is worth doing well: An evidence-based statement. In E. J. Bruns & J. S. Walker (Eds.), *The Resource Guide to Wraparound*. Portland, OR: National Wraparound Initiative.

# Coaching Structure

## Tier 1

Able to coach and credential WF, FSP, and YSP

Must have experience as WF or supervisor

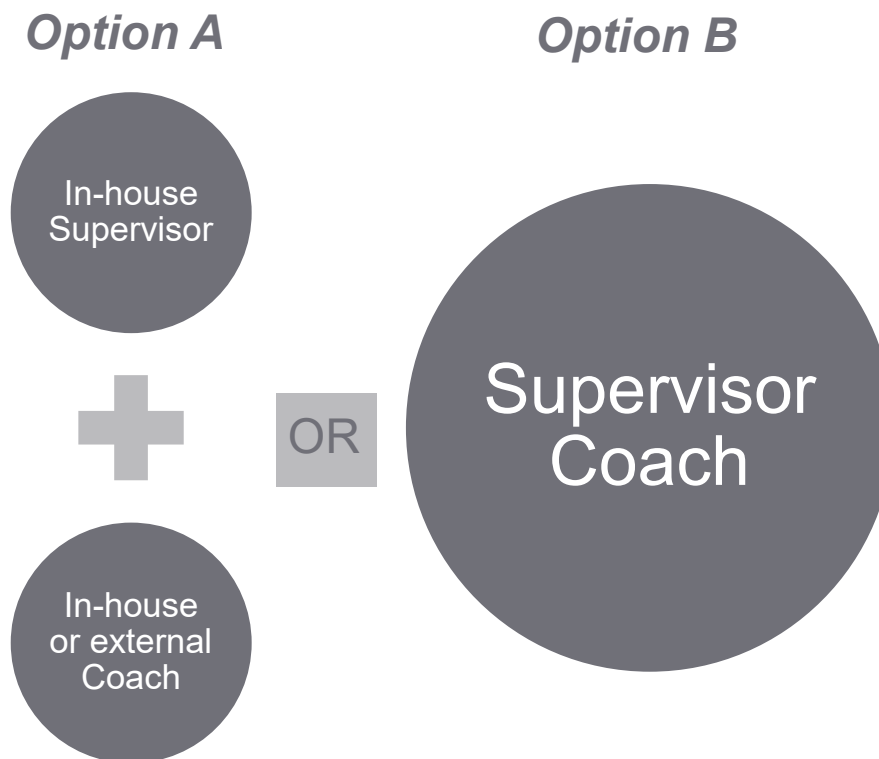
## Tier 2

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





# 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

C O L O R A D O  
**CROSS-SYSTEMS  
TRAINING INSTITUTE**

Contact: [Ashley.Brock-Baca@state.co.us](mailto:Ashley.Brock-Baca@state.co.us); [coloradocsti.org](http://coloradocsti.org)

## 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.