

Team around the Family Self Assessment Tool

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Introduction

This self assessment tool was originally prepared by The Institute of Public Care (IPC) for the South West Wales Families First Pioneer Consortium and for individual South West and Mid Wales Partnerships¹. It has been adapted after initial testing and it is likely to be of interest and use to any UK – wide partnerships concerned with reviewing the operation of local Team around the Family arrangements with a view to maximising their impact over time.

A total of **10 standards** relating to Team around the Family (TAF) have been derived from the available UK research and best practice.

Against these standards, local partnerships are encouraged to score themselves on a **scale of 1-5** drawing on local information and with reference to a set of prompts for scoring outlined in pages 5-14 of this document. A summary of the contents is outlined below

Content	Page Number
Standards and Template for Self Assessment	2 - 3
Overall guidelines for self scoring	4
Prompts for self scoring for each of the 10 standards	5 - 14

¹ The Families First Pioneer Programme is sponsored by the Welsh Government. More information about the national programme can be found on the website: <http://wales.gov.uk/topics/childrenyoungpeople/parenting/help/familiesfirst/?lang=en>

The Self Assessment Template

Standard	Score 1-5	Areas of Strength / for further Development	Next Steps
1. Our local partnership is clear about the focus and vision for Team around the Family including the kinds of families who would benefit from these arrangements.			
2. We effectively identify children and young people with additional needs who are likely to benefit from a Team around the Family Assessment and intervention.			
3. We engage effectively with families including those who are harder to reach, in order to support their involvement in and benefit from Team around the Family.			
4. Our Team around the Family assessments holistically explore and effectively identify both the nature and the level of family strengths and needs.			
5. For children, young people and families who are assessed as needing Team around the Family we develop outcomes-focused plans for time-limited intervention that are owned by the families themselves.			

Standard	Score 1-5	Areas of Strength / for further Development	Next Steps
6. We appoint and support Lead Professionals / Key Workers who are able to: engage effectively with families; provide a single point of contact for families and practitioners; ensure that interventions are delivered to the plan; and reduce overlaps in service provision.			
7. Organisations and practitioners contribute effectively to Team around the Family arrangements and work together to support and challenge individual families in order to improve outcomes.			
8. Our Team around the Family Plans for individual families are regularly monitored and reviewed.			
9. Our Team around the Family arrangements support children and their families to make sustainable improvements to their lives and to reduce the need for more specialist 'remedial' services.			
10. We measure the distance travelled for families engaged in Team around the Family over time, and use the information to inform future service development.			

Prompts and Guidelines for Completing your Self Assessment Template

The sections on pages 7 – 16 below describe characteristics that you might consider when making a judgement about the extent to which your local area has achieved each of the standards in the self assessment template.

A Reminder about the Scoring:

- **Score One:** We have no clear agreement about what is needed to meet the standard
- **Score Two:** We do agree about what is needed to meet the standard, and have begun to move forward to implement it
- **Score Three:** We are making progress towards meeting the standard
- **Score Four:** We are making very good progress towards meeting the standard
- **Score Five:** The standard is fully achieved across the local area and the Partnership

Standard	Score 1 to 2	Score 3 to 4	Score 5
<p>1. Our local partnership is clear about the focus and vision for Team around the Family including the kinds of families who would benefit from these arrangements.</p>	<ul style="list-style-type: none"> ■ There is little or no clarity or agreement between partners about significance of Team around the Family arrangements locally. ■ The partnership has not yet discussed the focus and vision for Team around the Family including the outcomes it could achieve for specific cohorts of children and young people. ■ Partners have discussed Team around the Family arrangements and would like to take this forward, but are not clear about the focus and vision, including which cohorts of families would benefit most. 	<ul style="list-style-type: none"> ■ The partnership has had an opportunity or opportunities to discuss Team around the Family locally, but has not yet articulated a clear vision for arrangements. ■ The partnership has agreed a vision for Team around the Family but there is still some uncertainty about the kinds of families who should benefit. ■ The partnership is agreed about the vision for Team around the Family and the kinds of families who would benefit, but isn't clear about how the model might need to be applied differently to varying to levels of family need. 	<ul style="list-style-type: none"> ■ The partnership is clear about its vision for Team around the Family including families who should benefit and also how the model might apply to early intervention or later prevention (including what should be the same about intervening at these different levels and what should be different).

Standard	Score 1 to 2	Score 3 to 4	Score 5
<p>2. We effectively identify children / young people and families with additional needs who are likely to benefit from a Team around the Family assessment and intervention.</p>	<ul style="list-style-type: none"> ■ Partners have not yet discussed how children / young people and families with additional needs likely to benefit from Team around the Family should be identified. ■ There is no tool or approach to support practitioners in effective identification of children / young people and families who might benefit from Team around the Family. ■ Partners have discussed what is needed locally to ensure effective identification of families, and we are in the process of developing the right tools and supports to enable practitioners to do this in practice. 	<ul style="list-style-type: none"> ■ We have a tool / approach locally to support effective identification, but it is not being used by practitioners. ■ We have a tool / approach locally, but it is being applied inconsistently for example by some practitioner groups only. ■ We have a tool / approach that is used locally but we know it is not helping us to identify the right children / young people and families (for example: the families referred to our Team around the Family arrangements have too high or too low level of needs, or wouldn't benefit from Team around the Family; or the tool isn't sufficiently sensitive to enable practitioners to distinguish between families who would probably benefit from and families who do not need Team around the Family). 	<ul style="list-style-type: none"> ■ We consistently use standard tools and approaches to support effective identification of children / young people and families. ■ We know from information collated over time that the right families with the right level(s) of need are identified and offered Team around the Family locally.

Standard	Score 1 to 2	Score 3 to 4	Score 5
<p>3. We engage effectively with families, including those who are harder to reach, in order to support their involvement in and benefit from Team around the Family.</p>	<ul style="list-style-type: none"> ■ Partners haven't yet had an opportunity to discuss how to support and encourage effective engagement with families who might benefit from Team around the Family. ■ Partners haven't yet agreed how best to support and encourage effective engagement with families who might benefit from Team around the Family with reference to the research and best practice. ■ Partners have agreed the overall Team around the Family arrangements locally, but without sufficient attention to how families should be supported to engage initially and at each stage of the process. 	<ul style="list-style-type: none"> ■ We have agreed how to support and encourage effective engagement of families who might benefit from Team around the Family, but not yet secured the right services or systems to help us achieve this. ■ We have agreed how to support and encourage effective engagement of families who might benefit from Team around the Family, but not yet secured the right training for practitioners to help us achieve this. ■ We have secured services, systems and training to help us support and encourage effective engagement of families, but we do not yet know how effective they are. 	<ul style="list-style-type: none"> ■ We are confident that our services and systems support effective engagement of families in Team around the Family. ■ Our services and systems support even those families who are hard to reach or engage to become involved in Team around the Family.

Standard	Score 1 to 2	Score 3 to 4	Score 5
<p>4. Our Team around the Family assessments holistically explore and effectively identify both the nature and the level of family strengths and needs.</p>	<ul style="list-style-type: none"> ■ Partners have not yet had an opportunity to discuss and agree how best to undertake whole-family assessments locally to inform Team around the Family plans. ■ Partners have agreed an approach to whole family assessment for Team around the Family, but not yet a specific assessment tool. ■ Partners have signed off a Team around the Family assessment tool, but it is not fit for the purpose of assessing the nature and the level of family strengths and needs. 	<ul style="list-style-type: none"> ■ We have agreed and signed off a whole family assessment tool for Team around the Family locally, but practitioners do not yet understand how to use this tool. ■ We have a whole family assessment tool for Team around the Family locally, but practitioners do not use it or use it well in practice. ■ We have a whole family assessment tool for Team around the Family, but it doesn't allow us to identify the level of family strengths and needs either overall or in relation to domains of need. 	<ul style="list-style-type: none"> ■ We are confident that our Team around the Family assessments holistically explore and effectively identify both the nature and the level of family strengths and needs.

Standard	Score 1 to 2	Score 3 to 4	Score 5
<p>5. For children, young people and families who are assessed as needing Team around the Family, we develop outcomes-focused plans for time-limited intervention that are owned by the families themselves.</p>	<ul style="list-style-type: none"> ■ The partnership has not yet discussed the contribution of outcomes-focused and time – limited plans to effective Team around the Family arrangements. ■ The partnership has agreed that Team around the Family Plans should be developed for families benefitting from these arrangements, but not yet a specific template or tool to support the development of these plans. ■ The partnership has agreed tool to support the development of Team around the Family plans but it is not outcomes-focused or designed for time limited interventions. 	<ul style="list-style-type: none"> ■ We have developed outcomes focused planning tools for time limited Team around the Family intervention, but they are not yet being used or being used effectively by practitioners. ■ We have developed outcomes focused and time-limited planning tools, but they do not actively promote ownership of the plans by the families themselves. 	<ul style="list-style-type: none"> ■ We are confident that children, young people and families who are assessed as needing Team around the Family and the practitioners that also make up the team jointly develop and take ownership of outcomes-focused plans for time limited interventions.

Standard	Score 1 to 2	Score 3 to 4	Score 5
<p>6. We appoint and support Lead Professionals / Key Workers who are able to: engage effectively with families; provide a single point of contact for families and practitioners; ensure that interventions are delivered to the plan; and reduce overlaps in service provision.</p>	<ul style="list-style-type: none"> ■ The partnership has not yet discussed the central role of Lead Professionals or Key Workers in supporting families to engage, providing a single point of contact, ensuring that interventions are delivered to the plan, and reducing overlaps in service provision. ■ The partnership has a common base of understanding about the value of Lead Professionals / Key Workers for effective Team around the Family arrangements, but has not yet agreed how these arrangements will operate locally. ■ The partnership agrees what needs to be in place locally to appoint and support Lead Professionals / Key Workers but we have not yet implemented these arrangements. 	<ul style="list-style-type: none"> ■ Lead Professional / Key Worker arrangements are in place locally, but not everyone is signed up to these, so it is difficult to make appointments. ■ Lead Professional / Key Worker arrangements are in place locally but in practice we know that they are not undertaking all the functions effectively. ■ Lead Professional / Key Worker arrangements are in place locally but practitioners taking on these roles are not supported adequately to undertake the functions. 	<ul style="list-style-type: none"> ■ We are confident that, through our Team around the Family arrangements, Lead Professionals or Key Workers are appointed and supported to engage effectively with families; provide a single point of contact for families and practitioners; ensure that interventions are delivered to the plan; and reduce overlaps in service provision.

Standard	Score 1 to 2	Score 3 to 4	Score 5
<p>7. Organisations and practitioners contribute effectively to Team around the Family arrangements and work together to support and challenge individual families in order to improve outcomes.</p>	<ul style="list-style-type: none"> ■ Partners have not yet discussed or agreed how organisations and individual practitioners should contribute to Team around the Family arrangements other than by becoming a Lead Professional / Key Worker. ■ There is a level of agreement amongst partners about how organisations and individual practitioners should contribute to Team around the Family but we are in the early stages of implementation and therefore these expectations are not well documented or integrated into our approach to implementation. 	<ul style="list-style-type: none"> ■ We have an agreed set of expectations for the contribution of organisations and individual practitioners that are clearly articulated. However, we will only be able to see over time whether these expectations are carried out in practice. ■ We have clearly articulated our partnership expectations for organisations and individuals. However, in practice we know that some organisations or groups of individuals are not contributing appropriately to individual Team around the Family cases. 	<ul style="list-style-type: none"> ■ We are confident that local organisations and practitioners contribute effectively to Team around the Family arrangements and work together to support and challenge individual families in order to improve outcomes.

Standard	Score 1 to 2	Score 3 to 4	Score 5
<p>8. Our Team around the Family Plans for individual families are regularly monitored and reviewed.</p>	<ul style="list-style-type: none"> ■ Partners have not yet discussed or agreed the extent to which Team around the Family plans for individual families should be monitored and reviewed, and timescales for this activity. ■ Partners have agreed arrangements for monitoring and review of Team around the Family Plans. However, these arrangements are not fit for purpose, for example they are unlikely to secure effective review of outcomes against the original plan and/or overall distance travelled for the family. ■ Partners have agreed arrangements for monitoring and review of Team around the Family Plans. However, these arrangements have not yet been implemented. 	<ul style="list-style-type: none"> ■ We have agreed arrangements for the monitoring and review of individual Team around the Family plans locally. However, implementation of these arrangements is in the early stages so we do not know whether or not they are effective. ■ We have agreed arrangements for the monitoring and review of individual Team around the Family plans locally. However, in practice, plans are not being monitored and reviewed effectively so that we cannot tell whether families are achieving the outcomes they set for themselves, and whether the family is making progress overall. 	<ul style="list-style-type: none"> ■ We are confident that our Team around the Family Plans for individual families are regularly monitored and reviewed. ■ The monitoring and review information is collated to enable us to tell whether Team around the Family is enabling families to make progress overall.

Standard	Score 1 to 2	Score 3 to 4	Score 5
<p>9. Our Team around the Family arrangements support children and their families to make sustainable improvements to their lives and to reduce the need for more specialist 'remedial' services.</p>	<ul style="list-style-type: none"> ■ Partners aren't yet agreed about how Team around the Family should help children and families to make sustainable improvements to their lives and reduce the need for more specialist 'remedial' services. ■ Partners have agreed a Team around the Family model aiming to support children and families to make sustainable improvements to their lives and reduce the need for more specialist 'remedial' services. However, this model has not yet been implemented. 	<ul style="list-style-type: none"> ■ We are making progress towards implementing our Team around the Family model, but do not yet know whether it is helping families to make sustainable improvements to their lives or reduce the need for more specialist 'remedial' services. ■ We are implementing Team around the Family locally but it is not yet helping families to make sustainable improvements to their lives. ■ We are implementing Team around the Family locally but it is not yet reducing the demand for specialist 'remedial' services. 	<ul style="list-style-type: none"> ■ We are confident that are Team around the Family arrangements support children and their families to make sustainable improvements to their lives ■ We are confident that our Team around the Family arrangements are helping to reduce the need for more specialist 'remedial' services.

Standard	Score 1 to 2	Score 3 to 4	Score 5
<p>10. We measure the distance travelled for families engaged in Team around the Family over time, and use the information to inform future service development.</p>	<ul style="list-style-type: none"> ■ Partners haven't yet agreed how to measure the distance travelled for families engaged in Team around the Family over time and how to use the information to inform future service development. ■ Partners have agreed the significance of measuring the distance travelled for families engaged in Team around the Family, but have not yet specified systems that will enable us to do so. ■ We are agreed about what we need to do to measure the distance travelled for Team around the Family families, but have not yet begun to implement these. 	<ul style="list-style-type: none"> ■ We have begun to implement an approach to measuring the distance travelled for families, but do not know yet whether this approach is working. ■ We have begun to implement an approach to measuring the distance travelled for individual families, but are not yet using the information to inform future service development. 	<ul style="list-style-type: none"> ■ We are confident that we effectively measure the distance travelled for individual families engaged in Team around the Family over time. ■ We use the distance travelled information to inform service development.