High-Fidelity Wraparound

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Agenda

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

- Credentialing
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
  - Integrated planning
  - Self-efficacy
  - Natural supports
  - Purposeful transition

Youth/Family prioritized needs
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 natural and informal supports.
  3) 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.
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.
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 other requirements TBD
Supervision Structure

- All Wraparound Facilitators will be 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 meetings, documents, and theory of change

Advanced trainings
- Motivational Interviewing

Fidelity
- 85% on Colorado Wraparound Fidelity Tool
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 Partners for Children’s Mental Health

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