

High Fidelity Glossary:

Family Voice and Choice: This refers to the belief that the family should be in charge of what help they get and how it comes about. They should always be encouraged to express their strengths and values and those aspects should be prominent in all planning that is done.

No Shame No Blame: All members of the team need to feel safe to express their ideas and know they will be respected no matter what. This creates a positive environment from which success is more likely.

Needs: Needs are defined by the team. Needs are things in life that must change for the family to reach their vision. Services and supports are not needs in and of themselves, but may be a way to meet the need. The entire team will identify and prioritize their needs and will help the family to determine what is the most important need to plan for during each meeting.

SNCD: Strengths, Needs, and Culture Discovery. This is a strengths based document that the facilitator develops with the help of the Family Support Partner and the Youth Support Partner. It is a positively framed picture of the family as they are right now. It includes the family vision, a list of needs related to that vision and a description of family strengths and culture; as well as, a list of potential team members (both natural supports and professionals).

Natural Supports: Natural supports can include extended family, friends, community members, or neighbors. ANYONE whom the family identifies as being supportive of them or playing an important role in their lives is invited to be a part of the team with the family's permission.

Mission: This is a statement of commitment that the team develops. It is designed to remind the team of the unity and common purpose that is needed to assist the family in achieving their vision.

Team: This is anyone who is involved with any aspect of the HiFi process.

Planning Meeting: This is where the team develops the plans that describe the "actions steps" that are carried out in between the meetings. A plan is developed by going through a format that prioritizes the needs, encourages creative brainstorming to meet the identified needs, and identifies who will help with the needs. This plan will include action steps that are carried out by everyone on the team, professionals as well as natural supports.

What You Should Know

We want to understand your treatment model. We want to know how we can help you in your process with the family. Because of this we will check in with you a lot.

Your regular input is critical for our process to work.

We welcome and need your ideas, thoughts, expertise. You are an integral part of the family team. We will want to understand and utilize your strengths, talents and understanding (opinion) of the family needs. We invite you to tell us what you think, ask us questions, and clarify anything that you are concerned about. And most importantly, we want to know what you think will work. We want to hear your solutions and your success stories.

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***Child and
Family Focus
Inc.***

***High Fidelity
Family Teams
Information
For
Professionals***

***Building Communities &
Strengthening Families***

Who are we?

Our Team

Facilitator. You'll be hearing from the facilitator most often. Facilitators lead meetings, reach out to team members, and write up plans. If you have a question, call the facilitator.

Family Support Partner. The main role of the FSP is to help the parents/guardians express their needs/voice to the professionals and the team and to bring the professional-suggested needs back to the family for their approval.

Youth Support Partner. The main role of the YSP is to help the youth in the home to express his or her needs to the professionals and the team (and their parents when necessary) and also to communicate the professionally-suggested needs to the youth in ways that he/she can understand.

What is High Fidelity

Family Teams?

We are a Comprehensive Planning Process.

We help the family/team to develop plans for youth with complex needs and multiple systems in place. We want the family to experience positive outcomes...meaning if our plans aren't working we find out why and change the plan in ways that can help the family to feel success (however small at first). We will then celebrate their success, and encourage more "plan making" to assist the family in meeting the goals that they have identified for themselves. We also help families to build teams comprised of professionals and natural supports (friends, neighbors, coworkers, coaches, mentors, spiritual advisors, etc.) Teams with more natural supports do better over time.

Our Process is Family Driven.

The family gets to choose what goals they want to work on, how often they meet with the HiFi team, and who attends the meetings.

We Emphasize the Need to Understand the Family Culture. We believe that the better the plans and efforts reflect the family Culture, the more likely those plans will succeed..

Our Vision:

One Family One Team One Plan

We want families to benefit from having fully integrated plans. What that means: We want everybody (such as: school personnel, JPOs, clinicians, case managers, CYF personnel, and natural supports) to work together as a team to help the family to achieve the goals that they (the family) have created for themselves. The team will draw from each other's creative "out of the box" ideas for solutions in order to create a plan that fits the family. Real integration means that we are all guided by the same principles and working (using our own strengths and models) toward the same end.

We also want the family members to learn how to plan for themselves, to learn how to use their voice to ask for what they need out of all of their serving systems, and to utilize their community and natural support systems so they eventually won't need formal services anymore. *We want to leave behind capable, strong family teams who have a process in place for meeting their own needs as they arise.*

