Functional Family Probation Services (FFPS):
Relational Context

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FFP context

Youth / Family

- Multi system/program involved (Child Welfare, Justice, Mental Health, etc)
- Long history; multiple failed interventions
- Multi problem (co-occurring MH, behavioral, drugs, child welfare, gang involved, school, etc)
- Lacking resources
- Frustrated, anxious, fearful – they often don’t want our services and distrust us.
- Parents may want us to take over parenting
- Difficult to get family involved and keep involved (and often their participation is critical)
- Other family members may have MH, DA, Corrections; involvement
Initial risk with these clients...

- Early Dropout
  - Discouraged
  - Blamed
  - Hopeless
- Low motivation
- High discouragement
- Lack of family support
- Lack of balanced alliance w/ interventionist
1. At 12 months following release from an institution there is a 17.9% reduction in felony crime and at 18 months a 15.31% reduction in recidivism rates for those youth who received highly adherent FFP as compared to a matched control group.

2. At 12 months post release, youth in the FFP group had significantly fewer parole revocations as compared to traditional parole services. FFP youth had 14.7% fewer parole revocations.

3. At 12 months post parole, those youth with above average pre-crime severity index scores who received the FFP intervention had significantly lower post-parole crime severity behavior indicating that the most difficult youth received more benefit from FFP.

4. Parents and youth who received FFP report identified improvements in youth behaviors, overall family functioning, parental supervision, family communication, and family conflict.
WA State JRA – FFP

Breaking the cycle of revocation, so that of those who had their community supervision revoked...

<table>
<thead>
<tr>
<th></th>
<th>1 revocation</th>
<th>2 revocations</th>
<th>3+ revocations</th>
</tr>
</thead>
<tbody>
<tr>
<td>FFP</td>
<td>99%</td>
<td>.005%</td>
<td>.005%</td>
</tr>
<tr>
<td>Intensive Parole</td>
<td>25%</td>
<td>43.8%</td>
<td>29.2%</td>
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FFPS: phasic case management

Principles from which FFP developed
  Family Focused; Respect based
  • Consideration/respect for differences
  • Focus on engagement and motivation
  • Guided by research evidence

Scientific Foundation
  • FFP philosophy works in various settings with various types of youth and families
  • FFP has successful multiple small and large scale dissemination sites
  • Tested change mechanisms and positive evaluations

Change process based
  • Change is a developmental process, with the outcomes from each phase having a cascading effect on processes and outcomes at subsequent steps. That is, outcomes build on one another over time.

Specific goals, objectives, process and outcomes
  • Know what to do, what to do next, and what comes next
  • Specificity of “process” of change.. “pathway to follow”
  • FFP is systematic and structured, but also highly responsive and flexible to the unique qualities of each family
Super Summary of the FFP Model and “FFP Attitude:”

- A Philosophy / Belief System about people which includes a core attitude of Respectfulness; of individual difference, culture, ethnicity, family form
- A family focused intervention involving alliance and involvement with all family members (Balanced alliance) with casemanagers who do not “take sides” and who avoid being judgmental.
- A change model that is focused on risk and (especially) protective factors – “Strength Based”
- With interventions that are specific & individualized for the unique challenges, diverse qualities, and strengths (cultural, personal, experiential, family forms) of all families and family members.
- And an overriding Relational (versus individual problem) focus
Successful FFP workers see whole person (the sum total)
- “noble intent” behind behavior
- Respectful
- Finding basis for working “with” and “empower”
  Rather than working “on” to “manage”

Strengths, resources, abilities
- less apparent
- resources many times not currently in use
  in the presenting “problem” situation
- Abilities that have carried the client successfully
  through
  difficult times/situations in the past
  - “Protective Factors”

“Clinically” significant/Problematic
- most apparent
- weaknesses, challenges, deficits
- Past “history”
- Crimes–Diagnosis
  - “Risk Factors”
FFPS: Phasic Case Management

Engage & Motivate ➔ Support & Monitor ➔ Generalize ➔ Engage & Motivate

Evidence-Based or other Change Program

Link to...

Gen' lization

REFERRAL INFO ➔ CASE CLOSURE ➔ REFERRAL INFO

Evidence-Based or other Change Program
We consider case management to consist of a series of steps, each of which involves a set of intervention processes (assessment and implementation of specific techniques) and relevant outcomes.
Advantages of family focus...

- Issues arise through family; can begin to be solved there.
- With the family involved, changes can happen quicker... IF we can engage and motivate them
- Family can support youth more effectively than youth on his/her own.
- If intervention affects the family in a positive way, it is much more likely to also positively impact younger sibs.
- BJAA involvement impacts the whole family.
- With family perspective, we can obtain more balanced view of history and routes to go in future...PARTICULARLY if we can create a family focus

- Entry point...
Engagement to increase positive family participation. Involves family worker building relationships based on trust, respect and a balanced alliance.

Motivation for families to participate in meetings, services and follow through with specific referrals designated by the family worker or courts.
More about FFP engagement – motivation phase

- Empowers to be more than a “monitor”
- Identifies “mechanism” and “methods” with which to interact with youth in way that increases probability of successful engagement….and change
- Engage…to create a working relationship
- Be responsive/find strengths to motivate
- Do so at a family level…to learn more, to take advantage of risk and protective factors with youth, to enlist those who will have on going influence

Address within family negativity where it presents itself
- to have immediate impact
- to increase credibility and sense something will be different (hope)
- to decrease dropout
- to increase likelihood of follow through and compliance
Engagement/Motivation Phase Goal 1: The Working Alliance

FFPS attempts to create a balanced alliance with each family member whereby they ....

- Trust you, and believe you have the expertise to help them
- Believe you are working hard to understand their emotions, valu
- Experience that you are working hard to respect and value them, [despite their (often) awful behavior]
MOTIVATE: What Are Our Choices
THE MOTIVATION CONTINUUM

FEAR BASED
- Relies on Power
- Distrustful
- Requires external control
- "

ALLIANCE BASED
- Relies on Relationship
- Goal is to develop trust
- Relies on internal control
- “Respect” =
  - Feel esteem for
  - Feel valued by
  - Feel safe when complying
  - Seek ways to continue positive relationship
In FFPS we...

- Meet w/ families (vs. *working with the youth alone*)
- Work relentlessly to understand and to respect youth and families on their own terms, to both understand (assess) and to create a working relationship
- Use skill set to create motivation based on alliance (vs. fear)
- Work hard to create a balanced alliance with everyone in the family (vs. *supporting one party over another*)
- Strive to create credibility (vs. *exercising authority*)
In FFPS we...

- Relationally understand strengths/challenges (vs. focusing on one person’s problems)
- Work hard to uncover hope/strengths and family challenges (vs. finding problems)
- Are immediately responsive to family negativity (vs. allowing or ignoring it or taking sides)
- Match to families (vs. the families matching to the worker)
- Understand that families are uniquely organized (vs. all the same)
- Use assessment (vs. leaning only on experience)
- Try to understand of goals/activities in phasic way—first things first (vs. static goals/activities throughout)
- Work to sequence interventions (v. applying many interventions at once)
Conclusion