Functional Family Probation
Global Rating Measure
FFP-GRM

Rater Name: _______________________________________
☐ Probation Supervisor ☐ FFP Consultant ☐ Other ☐ Other

PO Being Rated: __________________________________

Date: ___________________________________________

Region: _________________________________________

Instructions: Please rate the Probation Officer once each rating period. Your rating should be GLOBAL based on observation of the PO across multiple data points including: FFP staffing, co-visits, FFP session notes, and any individual consultation. Please use the following scoring criteria when making your rating:

Not Well (0-25%) indicates few, if any FFP skill(s) observed and/or little or no attempts to use FFP skill(s); FFP model focus not present; individual vs. relational focus; overt judgments made by PO of family/youth; PO remains problem focused.

Fairly Well (26-50%) indicates FFP skill(s) observed part of the time (less than half); attempts to utilize a variety of FFP skill(s) are limited; model focus not consistent during FFP session and/or discussion.

Well (51-75%) indicates FFP skill(s) observed/utilized more than half of the time; PO uses a variety of FFP skill(s); FFP skill(s) used are appropriate for situation and discussion; FFP skill(s) are complete (e.g. Reframe includes acknowledgement, noble and/or misguided intent); consistent decisions made are based on FFP model; PO maintains a relational and strength based approach.

Very Well (76-100%) indicates PO is adept and proficient in use of FFP skill(s), variety of skill(s) employed, significant model focus present, little or no individual focus observed, little or no judgments of family/youth observed; PO is appropriately hopeful and positive, relational focus is consistent, even in the face of difficult discussion(s).

Please place a check in the box ☒ that best describes the PO skills.

<table>
<thead>
<tr>
<th>Engagement and Motivation Phase Skills</th>
<th>NOT WELL ▼</th>
<th>FAIRLY WELL ▼</th>
<th>WELL ▼</th>
<th>VERY WELL ▼</th>
</tr>
</thead>
</table>
1. How well are they able to reduce blaming and negativity? | ☐ | ☐ | ☐ | ☐ |
2. Do they create a balanced alliance with all family members? | ☐ | ☐ | ☐ | ☐ |
3. Are they successful at changing the focus to “something between people”? | ☐ | ☐ | ☐ | ☐ |
4. Do they use ‘change focus’ techniques such as relational statements, strength based statements, interrupting and/or diverting, point processing, and sequencing? | ☐ | ☐ | ☐ | ☐ |
5. Do they use ‘change meaning’ techniques such as reframes, theme hints and themes? | ☐ | ☐ | ☐ | ☐ |
6. Do they respond relationally rather than diagnostically labeling the family? | ☐ | ☐ | ☐ | ☐ |
7. Do they create hopefulness by focusing on how all members of the family can work together to successfully complete Probation? | ☐ | ☐ | ☐ | ☐ |
8. As available, do they bring family members into meetings? | ☐ | ☐ | ☐ | ☐ |
9. Do they create service plans that match to the family? | ☐ | ☐ | ☐ | ☐ |
Please place a check in the box ☑ that best describes the PO skills.

**General FFP Skills**

19. Do they deliver the three FFP phases in the appropriate order? □ □ □ □

20. Are they flexible in providing services in a way that meets the family’s schedule? □ □ □ □

21. Do they utilize the FFP model principles as their primary source of decision making? □ □ □ □

22. Do they understand relational functions? □ □ □ □

23. Do they effectively apply their understanding of relational functions? □ □ □ □

24. Do they communicate about the adolescent in a relational/family focused way throughout all Probation phases? □ □ □ □

25. Do they maintain a balanced alliance with all family members throughout all phases? □ □ □ □

26. Do they work with the family relentlessly? □ □ □ □

27. Do they apply suggestions and feedback? □ □ □ □

28. Do they demonstrate consistent therapeutic focus as evidenced by appearing:
   a. Non-judgmental □ □ □ □
   b. Non-blaming □ □ □ □

29. Do they demonstrate general relational/counseling skills such as:
   a. Humor □ □ □ □
   b. Acceptance □ □ □ □
   c. Sensitivity □ □ □ □
   d. Warmth □ □ □ □

30. Do they consistently adhere to the FFP model in overall practice? □ □ □ □

**Support and Monitor Phase Skills**

10. Do they implement a FAMILY based service plan? □ □ □ □

11. Do they maintain family involvement throughout the Support and Monitor phase? □ □ □ □

12. Do they work to eliminate barriers to services? □ □ □ □

13. Do they support skills learned in residence in a family focused way? □ □ □ □

14. Do they monitor the services in which the family is involved? □ □ □ □

**Generalization and Positive Termination Phase Skills**

15. Do they focus on relapse prevention to maintain changes? □ □ □ □

16. Do they generalize changes to new situations faced by the family? □ □ □ □

17. Do they incorporate community resources that might support the changes already made by the family? □ □ □ □

18. Do they provide support by maintaining continuity with change plans rather than introducing new solutions? □ □ □ □