

Supervisor Guide To Initial TDM Meeting

| Stages | Supervisor Role |
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| Prior to TDM Meeting: Case Conference to Prepare for the TDM | <ul style="list-style-type: none"> • Is a TDM needed? Discuss with CPS Specialist: <ul style="list-style-type: none"> -- Threats to safety, protective factors, possible need to separate child from caregiver --Anticipated worries about presenting safety concerns to the family --Willingness to hear and consider other options and ideas from TDM team participants. --What else will we need to learn more about to make a sound recommendation? --How has family been informed/prepared for the TDM? Do they understand what will happen? --Who does family want to attend the meeting? Were they invited? • Service providers, community representatives, extended family expected/invited? • Should child or youth attend meeting? If so, how will we get them there? If not, how will their voice be 'heard'? • How can supervisor support specialist at the meeting? • Are any lawyers expected to attend? If so, who/how many and have we notified the TDM unit? |
| Stage: Introduction | <ul style="list-style-type: none"> • Supervisor introduces self and relationship to the worker. |
| Stage: Identifying the Situation | <ul style="list-style-type: none"> • Usually brief; focus on ensuring everyone knows what led to the meeting. Supervisor guides worker to be clear, organized and on point. • Before moving to next stage, group fully understands circumstances that led worker to consider separating the child/ren from their parents |
| Stage: Assessing the Situation | <ul style="list-style-type: none"> • Supervisor ensures specialist provides clear description of immediate threats to safety, with behaviorally specific language and examples, and how threats impact caregiver ability to safely care for children. What would need to change to mitigate the threats to safety? • Supervisor ensures chronicity and severity of threats are highlighted, and models good conflict management skills if emotions run high. • Supervisor pays particular attention to be sure: <ul style="list-style-type: none"> ○ Specialist shares adequate, complete, accurate information. ○ Caregiver's protective capacities and family's relevant strengths and protective factors identified and highlighted. ○ Specialist's interactions with the family and other participants are respectful and direct, and all relevant information shared. • Supervisor shares any additional pertinent information that may impact recommendation/decision. |
| Stage: Developing Ideas | <ul style="list-style-type: none"> • Supervisor helps keep worker and team focused on three common areas: <ol style="list-style-type: none"> 1) Actions needed to provide safety 2) Whether out of home plan and/or court action/custody is needed, and 3) Immediate services/supports needed to mitigate threats to safety |
| Stage: Reaching a Decision | <ul style="list-style-type: none"> • Supports worker and facilitator in keeping group productive and focused on making best decision possible to keep child/ren safe in least restrictive setting. • Encourages all participants to share perspective, information and opinions. • If a safety plan is developed, be sure it clearly states what needs to happen by when, and when/ how the plan will conclude. |