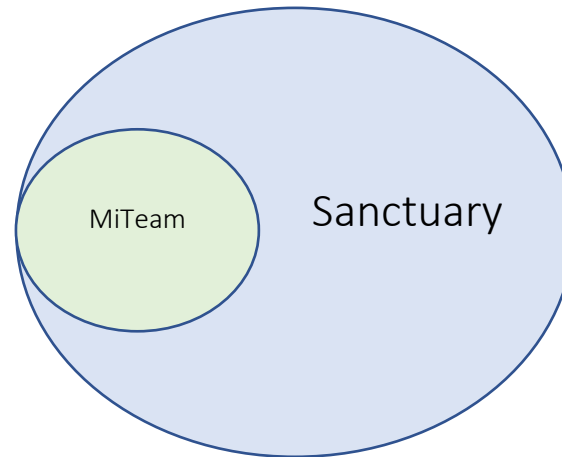


MiTeam and Sanctuary: Complementary Models

	MiTeam	Sanctuary
Formal Definition and Description	<p>A trauma-informed approach to child welfare practice based on the fundamental belief that all children deserve to be safe from harm, raised in loving, committed families, and provided the kinds of supports to build their well-being.</p> <p>Guides Michigan’s child welfare system on what specific interventions and activities are expected to be delivered to the families we serve.</p>	<p>An evidence- and trauma-informed method for creating or changing organizational culture in order to more effectively provide an environment within which healing from psychological and social traumatic experiences can be addressed.</p> <p>Provides shared knowledge, language, tools, and activities that contribute to a more trauma-informed and trauma-responsive environment, both within our organizations and with our clients.</p>
Analogy	Application software within operating system of a computer	Operating system of computer
Model Description	Practice model	Model for organizational change; not a treatment model; defines culture
Core Principles	<p>Principles are called “Competencies”:</p> <ul style="list-style-type: none"> • Engagement (authentic, collaborative relationships) • Teaming (team formation, coordination, and facilitation) • Assessment (gathering info, analysis) • Mentoring (developmental partnership) 	<p>Principles are called “Pillars”:</p> <ul style="list-style-type: none"> • Trauma Theory (understanding of trauma) • Sanctuary Commitments (seven values) • SELF (how we structure our communication) • Sanctuary Toolkit (rituals/practices to use Sanctuary principles)

Intent / Outcomes	<p>To encourage growth around caseworker’s knowledge, skills, and abilities to improve safety, permanency and well-being for the children and families we serve.</p> <p>Example:</p> <ul style="list-style-type: none"> • 29 key caseworker activities (KCAs) 	<p>To facilitate growth within organizations to create and maintain an environment that is trauma-informed and trauma-responsive.</p> <p>Example:</p> <ul style="list-style-type: none"> • Commit to less violence in our interactions, including physical, verbal, and emotional forms of violence; • Increase focus on what happened to the individual and not “what’s wrong” with that individual; • Apply more democratic processes at all levels; and • Support staff and community in a way that facilitates change and healing.
Staff Roles	<p>MiTeam Specialists:</p> <ul style="list-style-type: none"> • Model competencies • Coach caseworkers • Train caseworkers • Observe child welfare professionals and document observations 	<p>Core Team Member:</p> <ul style="list-style-type: none"> • Model Sanctuary Commitments • Coach staff • Train staff • Employ simple behaviors to support cultural transformation
Tools	<p>Fidelity Tools</p>	<p>Sanctuary Toolkit</p>

Diagram



Pulling It All Together

Sometimes, the best use of Sanctuary can be having a shared language specific to what you're committed to. Here are some examples:

- When beginning a relationship with clients, you can tell them that you're committed to Open Communication, and that they can expect transparency in communicating both the good and the bad.
- When tensions rise between you and a client, talk about maintaining Emotional Intelligence. We manage emotions so they don't hurt us or others.
- If tensions run high in an FTM, stop and remind others you are committed to a non-violent space that promotes physical, psychological, social, and moral safety (Sanctuary Commitment of Non Violence).
- In supervision, when attempting to provide feedback to or have a difficult conversation with a supervisor, begin the conversation by utilizing Sanctuary language. For example, "As I review our commitment to Open Communication, sometimes your body language doesn't feel like it creates a safe space for me and my colleagues."
- Help your client develop their own Self-Care Plan, a tool from the Sanctuary Tool Kit.

Here are some other examples of how MiTeam and Sanctuary compliment one another:

Engagement:

KCA 1: Create an environment of empathy, genuineness, respect, and competency to engage children and their families. This promotes the Sanctuary Commitment of Nonviolence – creating a safe space for others.

Teaming:

KCA 4: Prepare members of the family team for participation on the team and for upcoming decisions that will be made. Use the Sanctuary Commitment of Open Communication. Use the Community Meeting tool to start FTMs to establish goals and maintain a commitment to common goal.

KCA 5: Ensure members of the team meet and participate in shared decision making on a regular basis. This promotes the Sanctuary Commitments of Democracy and Social Learning. None of us are as smart as all of us.

Assessment:

KCA 7: Collaborate with team members to identify child and family strengths, trauma, and needs. Use Red Flag Meetings when disagreements or conflicts arise. Or promote Social Responsibility to ensure parents are educated and supported when they've made poor decisions.

Mentoring:

KCA 27: Promote growth through coaching. A Sanctuary Commitment is Growth and Change. Future is the address of healing.

KCA 29: Support change through building honest and genuine relationships. Mean what you say and say what you mean – Open Communication and Social Responsibility.