# Attachment F

# Medicaid Crosswalk with HFWA Activities/Skill Sets

# POSITIVE EDUCATION PROGRAM

## High Fidelity Wraparound/Community Psychiatric Supportive Treatment Crosswalk

| **NWI Goal/Task**<br>**Orient the family to the Wraparound Process** | **HFW/CPST Goal**<br>**CPST will ensure child and family thoroughly understand the CPST/Wrap Service, including legal and ethical considerations** |
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| **Vroon VanDenBerg Skill Sets** | **Mental Health CPST Interventions** |
| 1. Introduce self to family and youth and explain your role | CPST introduces self and explains role as mental health CPST using a wraparound approach |
| 2. Listen to the family and youth's needs to determine if wraparound is a good option. | |
| 3. Describe wraparound in a way the family understands. | CPST describes CPST services and how a wraparound approach will be used to meet the youth's emotional and behavioral needs, ensuring they do so clearly, in a way that the family understands. |
| 4. Answer family and youth questions about wraparound and<br>5. Assist the family and youth to make an informed decision about participation in wraparound. | CPST answers questions about CPST/HFW to assist the family in deciding whether they want to participate in the service to meet their child's emotional and behavioral needs |
| 6. Explain confidentiality and information sharing with the family and obtain needed releases. | CPST explains confidentiality and information sharing with the family, identifies who needs to be included on a release and obtains needed releases. |
| 7. Explain your responsibility as a mandatory reporter. | CPST explains their responsibility as a mandatory reporter to the family. |

| NWI Goal/Task<br>Stabilize Crises | HFW/CPST Goal<br>CPST will address immediate and potential crises related to youth's emotional and behavioral functioning to assist family in stabilizing |
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| **Vroon VanDenBerg Skill Sets** | **Mental Health CPST Interventions** |
| Ask family and youth about immediate crisis concerns:<br>8. Identify immediate and/or potential crisis and safety concerns situations<br>9. Help the family and youth recognize which concerns need immediate attention and which concerns can wait until the team convenes | CPST, with the family and youth, identify any immediate and/or potential crisis or safety concerns related to the youth's behavioral and emotional needs and determine which need immediate intervention and which can wait until the team meets |
| 10. Conduct a brief conversational functional assessment that clarifies what occurs before, during and after the crisis or safety situation; the assessment also identifies the best guess of the function of the crisis or safety situation and possible replacement behaviors. | CPST clarifies what occurs before, during and after a crisis or safety situation and, with the family, assesses its purpose and identifies possible strategies to prevent or manage the crisis |
| 11. Assist agency representatives and potential team members to identify immediate and/or potential crisis and safety concerns.<br>12. Help agency representatives and other potential team members recognize which concerns need immediate attention and which can wait until the team convenes.<br>13. Help agency representatives and other potential team members recognize which concerns need immediate attention and which can wait until the team convenes. | Same as 8, 9 and 10 above with agency representatives and team members other than family |
| 14. Develop a stabilization plan with the family and youth that addresses immediate crisis need(s) or safety situations as necessary | CPST assists family to develop a crisis stabilization plan to immediately respond to the behavioral health crisis need(s) identified |
| 15. Coordinate and communicate crisis stabilization plans with other agency staff and potential team members. | CPST coordinates and communicates crisis stabilization plans with other agency staff and potential team members |
| 16. Ensure that the family has the resources necessary to stabilize the crisis. | CPST ensures that the family has the resources necessary to implement the crisis stabilization plan |

| NWI Goal/Task<br>**Explore individual and family strengths, needs, culture, and vision to use to develop a document that will serve as the starting point for planning** | HFW/CPST Goal<br>**CPST will assess child and family strengths, needs, culture, and vision to use in mental health treatment planning and implementation** |
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| **Vroon VanDenBerg Skill Sets** | **Mental Health CPST Interventions** |
| 17.Engage core family members and primary caretakers in the process of doing the strengths, needs and culture discovery (SNCD):<br>18. Listen actively to the family and youth to truly understand what they are saying<br>19. Identify needs and concerns across life domains<br>20. Elicit detailed information and examples of family and youth strengths<br>21. Elicit detailed information and examples of family and individual culture including: race, ethnicity, and family preferences, customs, beliefs and values | CPST explores strengths, needs and culture with the youth and family and/or primary caretaker for use in ISP treatment planning and implementation by:<br>- Listening to the youth and family and clarifying the family's point of view regarding the youth's behavioral and emotional needs across life domains;<br>- Obtaining detailed information and examples of family and youth's interests, abilities, supports and other strengths<br>- Obtaining information and examples regarding the family and youth's culture including: race, ethnicity, and family preferences, customs, beliefs and values, paying specific attention to their relationship to the youth's emotional and behavioral functioning |
| 22. Support the family to express their long range vision of the youth and family<br>23. Support the family to identify the priority needs that must be met to reach the long range vision | CPST assists the family in clarifying their long range vision for the outcome of the treatment process and prioritizing the behavioral health needs that must be met to reach their vision, specifying the one or two needs or concerns they believe need attention first |
| 24. Identify potential natural supports of the family and select those that might participate on the child and family team and<br>25. Identify the people who are providing services for the family and select those that might participate on the child and family team | CPST assists the family and youth in identifying both formal and potential natural supports of the family and selecting those that are critical to or might participate on the child and family team to address the youth's behavioral and emotional needs |
| 26. Develop a document that summarizes the family and youth strengths, needs and culture | |
| 27. Review the summary document with the family and youth and custodial agent if involved and amend it as necessary. | CPST reviews the summary of strengths, needs, culture and vision with the family and custodial agent if involved; explains how it will be used in the treatment planning process to meet the emotional and behavioral needs of the youth; and amends it as necessary |

| NWI Goal/Task<br>**Gain participation of team members who care about and can aid the youth and family, and set the stage for their active and collaborative participation on the team in a manner consistent with the wraparound principles** | HFW/CPST Goal<br>**CPST will coordinate with natural and informal supports and professionals to develop a team to assist the family in the development and implementation of an individualized treatment plan to meet the behavioral and emotional needs of the youth** |
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| **Vroon VanDenBerg Skill Sets** | **Mental Health CPST Interventions** |
| 28. Facilitate a consensus between the family and youth (and if necessary representatives of custodial agencies) about who will be on the team including:<br>29. Supporting the family and youth to recognize the importance of involving natural supports on the team.<br>30. Addressing family and youth concerns about involving natural supports on the team. | CPST assists and supports youth and family (and if necessary representatives of custodial agencies) in deciding who will be asked to participate on the team to address the youth's behavioral and emotional needs. Specifically CPST helps the family to:<br>- Recognize who is critical to the achievement of their child's mental health goal(s)<br>- Understand the role and importance of natural supports in achieving and maintaining stability over time and<br>- Address concerns about involving natural supports on the team |
| 31.Make every possible effort to ensure all needed professionals and natural supports participate on the team by:<br>32. Approach potential team members, solicit team membership, and orient each team member to prepare them for the wraparound process.<br>33. Elicit information from team members about the strengths, needs and culture of the family and youth and potential conflicts that might emerge during the team process. | With family permission, CPST contacts all needed professionals and natural supports who have been identified by the family to participate on the team to:<br>- Assess their strengths<br>- Elicit their perspectives about the strengths, needs and culture of the family and youth<br>- Educate them about the process<br>- Identify potential areas of conflict and<br>- Request their participation on the child and family team being developed to meet the child's behavioral and emotional needs |

| NWI Goal/Task<br>**Ensure the wraparound team is prepared to begin an effective team process, and that mandated procedures are undertaken** | HFW/CPST Goal<br>**CPST will assure that team members are prepared to participate fully and respond effectively to meeting the youth's behavioral and emotional needs** |
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| 34. Arrange for supports for the family and youth to assure their participation and comfort in the team process. | CPST identifies, with the family and youth, barriers to their effective participation in the treatment planning process, as well as strategies and supports to reduce or eliminate those barriers and assure their participation and comfort in the planning process |
| 35. Make arrangements for team meeting time and location that are sensitive to the needs of the family and youth and other team members. | |
| 36. Prepare needed documents for distribution prior to or at the team meeting and materials to use during the meeting. | |

| NWI Goal/Task<br>**Develop an initial plan of care using a high-quality team process that elicits multiple perspectives and builds trust and shared vision among team members, while also being consistent with the wraparound principles.** | HFW/CPST Goal<br>**CPST and team will develop an individualized treatment plan to address the behavioral and emotional needs of the youth using a high-quality team process that elicits multiple perspectives and builds trust and shared vision among team members** |
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| **Vroon VanDenBerg Skill Sets** | **Mental Health CPST Interventions** |
| 37. Elicit and develop consensus on team ground rules and a decision-making process that maximizes family and youth voice and choice and prevents blame. | |
| 38. Discuss and develop consensus on confidentiality at the team level. | CPST reviews issue of confidentiality with the team and develops consensus to ensure the rights of the youth and family are respected |
| 39. Review, discuss and add to the strengths, needs and culture summary at the team meeting. | CPST reviews the strengths, needs and culture summary with the team and revises it to ensure the behavioral and emotional needs of the youth are addressed across life domains. |
| 40. Facilitate the process of developing a team mission and obtain commitment from all team members to the mission. | CPST assists team in developing a long range goal regarding the youth's behavioral and emotional functioning and uses this goal to assist in the development of shorter term goals |
| 41. Review and prioritize family and youth needs.<br>42. Develop specific goals that address the prioritized needs and team mission.<br>43. Develop methods for evaluating progress toward goals. | CPST reviews and assists the team in prioritizing the behavioral and emotional needs of the youth, developing short term goals to meet those needs and identifying methods to evaluate if progress is being made toward the achievement of the long range and short-term goals |

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| 44. Brainstorm multiple natural and formal support options for possible inclusion in the action plan.<br>45. Develop options that build on the strengths and culture of the child, family and team.<br>46. Support the team to select the best options with the family and youth making the final selections. | CPST assists the team in brainstorming options that are strengths based and utilize formal, informal and natural supports to meet the youth's behavioral and emotional needs and supports the family and youth in choosing the options they believe will work best for them. |
| 47.Ensure the action plan defines who will do what, when, and how often and that all team members share in plan implementation. | CPST clarifies who on the team will do what, when, and how often to ensure the interventions necessary to meet the behavioral and emotional needs of the youth are implemented and shared across team members as appropriate |
| 48.Assist the team to consider if other individuals are needed on the team to fully implement the current plan and/or to address other areas of priority need that will be the focus of future planning sessions. | CPST assists the family and team in identifying if other individuals are needed on the team to fully implement the current treatment plan or address other areas of behavioral or emotional functioning that will be the focus of future planning |

| NWI Goal/Task<br>**Develop a crisis/safety plan that identifies potential problems or crises, prioritizes according to seriousness and likelihood of occurrence, and create an effective and well-specified crisis prevention and response plan this is consistent with the wraparound principles** | HFW/CPST Goal<br>**CPST and team will develop a plan and interventions that assist the family and youth in assuring safety for themselves and others** |
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| **Vroon VanDenBerg Skill Sets** | **Mental Health CPST Interventions** |
| 49. Assist the family and youth and team to identify potential crises or safety situations that are the most likely to occur.<br>50. Prioritize potential crises or safety situations based on severity and likeliness of occurrence. | CPST assists the family, youth and team to identify and prioritize, based on severity and likeliness of occurrence, potential crises or safety concerns driven by the youth's behavioral and emotional needs |
| 51. Do a thorough functional assessment and crisis plan that begins with a brief, clear statement of the crisis behavior or situation.<br>52. Write a statement describing what happens before the crisis behavior or situation occurs, and when the crisis behavior or situation does not occur.<br>53. Write a detailed description of what happens during the crisis including information about frequency, intensity, duration, who is involved and if other activities going on in the environment may make the situation better or worse.<br>54. Write a detailed description of what happens after the crisis including actions taken or not taken, emotions, and punishments or rewards given to the youth or other family member.<br>55. Write an educated guess about what benefits or functions the youth or other family member is getting from the crisis behavior or situation | CPST assists the team in doing a thorough functional assessment of the crisis behavior or situation by:<br>- Identifying triggers or antecedents of crisis behavior<br>- Describing what happens during the crisis including information about frequency, intensity, duration, who is involved and if other activities going on in the environment may make the situation better or worse.<br>- Describing what happens after the crisis including actions taken or not taken, emotions, and punishments or rewards given to the youth or other family member and<br>- Taking an educated guess as to the purpose of the behavior |

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| 56. Brainstorm with the team multiple options for preventing and responding to the crisis behavior or situation.<br><br>57. Support the team to select the best several options, with the final selection made by the family, youth, and custodial agents if the youth is in custody. | CPST assists the team in brainstorming options for preventing and responding to the crisis behavior or situation and supports the family and youth (and custodial agents if the child is in custody) in choosing the options they believe will work best for them. |
| 58. Develop and write a plan that defines action steps designed to prevent the crisis behavior or situation from happening by modifying what is occurs before the crisis.<br><br>59. Include in the plan signs or behaviors that indicate the crisis is beginning and ways to deescalate it.<br><br>60. Explore and write a detailed and sequential set of action steps to be followed by the team if the predicted crisis behavior or situation does occur. | CPST assists the family, youth and team to develop a written crisis plan that:<br>- Clearly defines action steps designed to prevent the crisis behavior or situation<br>- Includes the signs or behaviors that indicate the crisis is beginning and ways to intervene to deescalate it<br>- Details the sequence of steps to be followed by the team if the crisis behavior or situation does occur |
| 61.Develop team consensus on frequency of and schedule for future meetings. | |
| 62. Produce and distribute written wraparound and crisis and safety plans. | CPST ensures that all team members are aware of the steps in the crisis stabilization plan |

| NWI Goal/Task<br>**Implement the initial plan of care, monitoring completion of action steps and strategies and their success in meeting need and achieving outcomes in a manner consistent with the wraparound principles.** | HFW/CPST Goal<br>**CPST will develop and implement a treatment plan with the family, youth and team and monitor the completion and effectiveness of interventions in meeting the behavioral and emotional needs of the youth.** |
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| **Vroon VanDenBerg Skill Sets** | **Mental Health CPST Interventions** |
| 63. Educate providers and other system and community representatives about the wraparound process. | CPST educates providers and other system and community representatives about the emotional and behavioral needs of the youth and how the wraparound process will be used to meet those needs |
| 64. Identify what support team members need so they can successfully complete their assigned task(s)<br><br>65.Assist the family and youth to access necessary resources. | CPST identifies:<br>- What supports team members need so they can successfully implement the treatment plan tasks<br>- Barriers to effective participation by the family in the treatment planning process<br>- Strategies and links to resources to overcome those barriers |
| 66. Monitor team members' completion of assigned actions steps.<br><br>67. Explore why action steps were not completed. | CPST evaluates the treatment plan interventions for status and implementation, identifying any barriers to their implementation |
| 68.Review if the services and supports defined in the plan and implemented through corresponding action steps are meeting priority family and youth needs.<br>69.Evaluate progress toward the team's mission and reaffirm team commitment to the mission.<br>70.Encourage team culture that honors team members for their contributions and that frequently celebrates successes. | CPST leads the team in reviewing treatment plan long range and short-term goals and interventions for effectiveness, and identifies successes in the life of the youth, family and community that are indicators of progress toward meeting the youth's behavioral and emotional needs |

| NWI Goal/Task<br>**Use a high quality team process to ensure that the wraparound plan is continually revisited and updated to respond to the successes of initial strategies and the need for new strategies** | HFW/CPST Goal<br>**CPST will review and revise treatment plan with the family, youth and team to ensure that interventions are effective in meeting the behavioral and emotional needs of the youth.** |
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| **Vroon VanDenBerg Skill Sets** | **Mental Health CPST Interventions** |
| 71.Identify new areas of need as they emerge or as objectives are met.<br><br>72.Brainstorm needed options including: formal services and natural supports, which are strength-based and based on youth and family strengths and culture.<br><br>73.Guide the team to evaluate and change as needed the composition of the team so needed individuals participate in plan development and implementation based on the reprioritization of needs.<br><br>74.Revise the plan so it incorporates new options and action steps.<br><br>75.Monitor revisions to the plan to ensure they continue to align with the team's mission. | CPST assists the team in reviewing and adapting the plan to more effectively meet current goals and objectives, as new areas of need emerge or as objectives are met by:<br>- Brainstorming options that are strengths based and utilize formal, informal and natural supports to meet the youth's behavioral and emotional needs<br>- Guiding the team to identify and recruit additional team members as needed to ensure plan development and implementation meets the behavioral and emotional needs of the youth<br>- Revising the plan to incorporate new interventions and<br>- Ensuring that new interventions align with the long range goal of the youth, family and team |

| NWI Goal/Task<br>**Maintain awareness of team members' satisfaction with and "buy-in" to the process, and take steps to maintain or build team cohesiveness and trust.** | HFW/CPST Goal<br>**CPST will coordinate team involvement to ensure team cohesiveness and trust to more effectively meet the behavioral and emotional needs of the youth.** |
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| **Vroon VanDenBerg Skill Sets** | **Mental Health CPST Interventions** |
| 76. Orient, prepare and welcome new team members to the wraparound process. | With family permission, CPST contacts new team members to: assess their strengths; elicit their perspectives about the strengths, needs and culture of the family and youth; and educate them about how the wraparound process will be used to meet the child's behavioral and emotional needs |
| 77.Create and maintain team safety ("No blame. No shame.")<br><br>78.Assess team member satisfaction with the team process.<br><br>79.Ensure all team members contribute and are active partners in the planning process. | |
| 80.Monitor, evaluate and improve the team's satisfaction and effectiveness as needed.<br><br>81.Build and maintain consensus and resolve conflict quickly. | CPST listens to family and team member concerns with individual and system partners to identify potential conflicts that could interfere with meeting the youth's behavioral and emotional needs, and implements strategies to resolve potential conflicts |
| 82.Produce, maintain and distribute written plan updates in a timely fashion.<br><br>83.Schedule and plan for ongoing meetings. | |

| NWI Goal/Task<br>**Plan a purposeful transition out of formal wraparound in a way that is consistent with the wraparound principles and that supports the youth and family in maintaining the positive outcomes achieved in the wraparound process** | HFW/CPST Goal<br>**CPST will develop and implement a transition plan with the team that supports the youth and family in maintaining the improved behavioral and emotional functioning of the youth.** |
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| **Vroon VanDenBerg Skill Sets** | **Mental Health CPST Interventions** |
| 84. Identify needs, services, supports that will continue to need attention past formal wraparound | CPST, family and team identify needs, services and supports related to the youth's behavioral and emotional functioning that will need attention past CPST/wrap services |
| 85. Elicit additional information about family and youth and team strengths and culture for use in the development of the transition plan. | CPST assists the family and team in identifying additional youth, family and team strengths that will be helpful to the youth in maintaining improved behavioral and emotional functioning once CPST/wrap services have ended |
| 86. Create a transition plan to meet continuing needs. | CPST assists the family and team in developing a plan for family members and natural supports to take on needed ongoing functions necessary to meet the transitional and continuing behavioral and emotional needs of the youth which may include:<br>- Developing proactive services and supports<br>- Coordinating efforts between systems and<br>- Anticipating the need for involvement of adult systems |
| 87. Support the team to develop and rehearse a plan for crisis management after formal wraparound ceases. | CPST assists the team in developing and rehearsing on-going strategies for management of crises related to the behavioral and emotional functioning of the youth after CPST/wrap services cease |
| 88. Support the family and youth to modify the wraparound process for continuation after the facilitator discontinues direct involvement with the team. | CPST assists the family and team in developing a process for providing the youth and family with the support necessary to maintain the behavioral and emotional gains made in treatment once CPST/wrap services have ended |
| 89. Create a document that describes the strengths of the family, youth and team members, lessons learned from the wraparound process, and that shows the achievement of team mission.<br>90.Work with the team to develop and hold a culturally appropriate commencement celebration | CPST and team review and celebrate: the strengths of the family, youth and team members; lessons learned from the CPST/wrap process; gains made by the youth and family during treatment; plans for continued use of supports and services to maintain those gains once CPST/wrap services end; and achievement of the team mission |