

<p style="text-align: center;">SOME IDEAS FOR TDM ORIENTATION (GETTING STAFF & EXTERNAL PARTICIPANTS READY TO GO)</p>
--

VISION

- If implementing in stages, do so comprehensively (e.g. *all* removals or *all* changes of placement in given site, etc.)
- If initial implementation is phased (i.e. phase 1 = removals only, or one geographic area at a time), share the future plan for full execution with estimated timeframes and stages
- Connect TDM to F2F guiding principles, outcomes, goals and other key strategies

PARTICIPANTS

- Fully prepare all agency staff
- Familiarize Court, community representatives, foster parents, private foster care providers and other agency partners

PRESENTERS

- Agency leaders introduce orientation and “bless” process: this is not a “pilot” but how we will do our work henceforth
- Use a diverse group of presenters—planning committee members, supervisors, workers, community partners, facilitators, etc. to convey broad ownership for TDM

DESIGN

- Readiness/orientation should be group specific: “What do these participants need to know?”
- Consider the size and composition of the group, to encourage questions and interaction
- Use interactive activities if feasible—role-play, guided imagery, etc. Allow time for Q & A

CONTENT

1. **Family-to-Family Overview**
2. **TDM Overview:** TDM--Values, Why, What, When, Who, Where, How
3. **Roles:** Family caseworker, supervisor, facilitator, other agency staff, resource parents, community representatives, service provider (Overview of all roles, but emphasis on role and responsibilities for presentation participants)
4. **Structure of a TDM meeting:** Identify for participants their responsibilities during each stage: Introduction/Identification & assessment of situation/Ideas/Decision/Recap & closing; also, what to do before/after meeting
5. **Explanation of key concepts:** Strengths-based, straight talk, consensus, appeal process

TOOLS

- **Video:** F2F’s TDM and/or “Building Partnerships in Child Welfare” or “Voices of Youth”
- **Agency-specific materials:** TDM policy/protocols, decision/activity forms, presentation guide for caseworkers, etc.
- **Handouts:** F2F guiding principles, outcomes, & goals; TDM values, “A Personal Responsibility,” “What is a facilitator,” Ten tips for caseworkers/supervisors/managers ALSO the F2F TDM “tool” pamphlet

