**NM HIGH-FIDELITY WRAPAROUND FACILITATOR COMPETENCY EVALUATION FORM**

NM High Fidelity Wrapround believes that better outcomes for youth and families enrolled in Wraparound come from maintaining a high-fidelity Wraparound practice. NM High Fidelity Wrapround Endorsed coaches will assess Facilitators in Training (FITs) for their competency in Wraparound practice on a quarterly basis up to the time the FIT is ready to apply for Wraparound certification. Below are six competency domains that are consistent with competency in practice. NM High Fidelity Wraparound facilitators must, at minimum, meet basic competency in each item under each domain to qualify for Wraparound certification and to maintain certification over time.

**N/A** **Not Applicable** – Facilitator has not yet begun to address this issue in practice.

**N/I** **Needs Improvement** –Facilitator has beginning understanding and skill but needs to grow skills

 to meet competency

**M Meets Basic Competency** – Facilitator clearly understands the purpose of the competency item

and can effectively and consistently implement it in identifiable way in practice

**E Exceeds Basic Competency** – Facilitator stands out in his or her ability to understand and exemplify

 the implementation of this item. Facilitator can teach it to others.

|  |
| --- |
| **DOMAIN 1: Values & Elements: Facilitators will have a fluent understanding of NM High-Fidelity Wraparound Values and Elements and be able to articulate them according to the audience and apply them in work with families, coworker interaction, and in representation of the agency** |
| Facilitator knows and has a clear understanding of the NM High-Fidelity Wraparound values and consistently applies them towards the practice of the Wraparound process | N/A | N/I | M | E |
| Facilitator effectively educates on the NM High-Fidelity Wraparound elements and promotes their use as the structure for building a single family/youth Action Plan. | N/A | N/I | M | E |
| Facilitator builds a collaborative and inclusive relationship with involved systems such as representatives from school, child welfare, juvenile justice, and other relevant systems | N/A | N/I | M | E |
| Facilitator can explain and actualize the benefits of creating strength-based and needs-driven plans that are not reliant on formal services. | N/A | N/I | M | E |
| Facilitator updates coach on progress of every family/youth and seeks coaching when faced with a barrier to the Wraparound process and implementation. | N/A | N/I | M | E |
| **Describe steps needed to progress any N/A and N/I rating** |

|  |
| --- |
| **Domain 2: Engagement: Ability to build rapport and a trusting relationship with a family/youth and other supports in order to gain their confidence in the Wraparound process as evidenced by inclusion of information/history, and participation in the development and implementation of the Action Plan.** |
| Facilitator maintains effective, timely, and frequent contact with the parent/caregiver(s) and the youth with the objective that they will constructively contribute to developing an Action Plan. | N/A | N/I | M | E |
| Facilitator maintains effective, timely, and regular contact with key representatives from school, child welfare, juvenile justice, and other relevant systems with the objective that these representatives can constructively contribute to developing an Action Plan. | N/A | N/I | M | E |
| Facilitator maintains active and ongoing communication with the family, youth, supports, relevant systems and members of the Wraparound team | N/A | N/I | M | E |
| Facilitator seeks to understand cultural perceptions, immigration history, and related needs of the family and/or youth. Cultural elements are acknowledged and incorporated in Gathering the Story and Action Planning. | N/A | N/I | M | E |
| **Describe steps needed to progress any N/A and N/I rating** |
| **Domain 3:** Action Planning: Ability to develop an action plan by recognizing, interpreting, and utilizing its components, and by identifying barriers that could warrant a review and edit of the action plan |
| Facilitator understands and utilizes the NM High-Fidelity Wraparound model theory of change and NM Wraparound elements (Team Based, Strength Based Vision, Needs, Strategies, Benchmarks) in Action Planning | N/A | N/I | M | E |
| Facilitator ensures that Action Planning is centered on the identified youth/child AND the family, while acknowledging non- negotiables from involved systems. | N/A | N/I | M | E |
| Facilitator assesses for progress through benchmark achievement and is able to deconstruct plan to identify the barrier(s) to progress. | N/A | N/I | M | E |
| Facilitator progresses the Action Plan from being dependent on formal services to community-based resources | N/A | N/I | M | E |
| Facilitator coordinates implementation of Action Plan through task delegation, communication with team members, and creating team accountability related to designated responsibilities | N/A | N/I | M | E |
| **Describe steps needed to progress any N/A and N/I rating** |

|  |
| --- |
| **Domain 4:** Teaming: Ability to work with the family to build an effective team with an emphasis on natural and informal supports, to engage and support all team members, manage any conflict, and create a working collaboration so that effective decisions can be made that support the family’s vision |
| Facilitator leads the ongoing development of a Wraparound team composed of the family, youth, natural and informal supports, providers, and other involved systems | N/A | N/I | M | E |
| Facilitator effectively conducts outreach, recruitment, and retention of team members through education about the Wraparound process, and individual and agency engagement | N/A | N/I | M | E |
| Facilitator advocates for decision making to be done in a team-based format while upholding the value of family/youth voice and choice. This is done by building collaboration with team members through communication, acknowledgement and conflict resolution. | N/A | N/I | M | E |
| Facilitator can evolve the Wraparound Family team from being composed of a majority formal supports to a majority of informal and natural supports | N/A | N/I | M | E |
| Facilitator is aware of the impact and influence the setting and attendees of a Wraparound meeting can have on the family/youth | N/A | N/I | M | E |
| **Describe steps needed to progress any N/A and N/I rating** |

|  |
| --- |
| **Domain 5:** Safety/Stability Planning: Facilitator is able to recognize and evaluate safety risks including, but not limited to, self-harm, self-endangering, exploitation, and housing permanency |
| Facilitator is versed in the completion of the NM Wraparound High-Fidelity Safety/Stability Planning form | N/A | N/I | M | E |
| Facilitator ensures that the Safety/Stability Plan incorporates supports and community resources; uses strengths as safety steps; and is formatted to progress from the least restrictive to the most restrictive steps. | N/A | N/I | M | E |
| Facilitator schedules Emergency Wraparound Meetings according to necessity and or crisis in a timely manner | N/A | N/I | M | E |
| **Describe steps needed to progress any N/A and N/I rating** |

|  |
| --- |
| **Domain 6:** Coordination/Prioritization/Maximization: Facilitator is effective in use of available time and resources to meet the fidelity expectations of the NM Wraparound High-Fidelity process |
| Facilitator effectively uses time management skills in order to balance needs of families, safety planning, trainings, and additional responsibilities as a facilitator | N/A | N/I | M | E |
| Facilitator coordinates and manages Action Plan tasks/strategies and/or services in order to assure that tasks/strategies are completed | N/A | N/I | M | E |
| Facilitator uses the correct NM Wraparound High-Fidelity tools and prepares the necessary documents and materials prior to the meeting, such as the Action Plan, Safety/Stability Plan, data on progress, etc.; Facilitator has enough copies to share with each team member | N/A | N/I | M | E |
| Facilitator asks for concrete help from coaching staff to resolve conflicts, break down barriers, and overcome other obstacles as needed | N/A | N/I | M | E |
|  | N/A | N/I | M | E |
| **Describe steps needed to progress any N/A and N/I rating** |

**Evaluator’s Statement**

How long have you coached this applicant?

How many families is the Facilitator serving?

Describe the strengths of the Facilitator?

Describe areas needing development in addition to areas captured above:

I HEREBY CERTIFY THAT ALL OF THE ABOVE INFORMATION IS TRUE TO THE BEST OF MY KNOWLEDGE.

Endorsed Coach Signature: Date

Facilitator’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisor’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 (If Applicable)

\*All completed NM High-Fidelity Wraparound Facilitator Competency Evaluation Forms are required to be submitted with certification application.