

Overview of the Permanency Roundtable Process

Purpose and Goals:

- To revisit and address the permanency needs of a presented child/youth with the goal of developing and implementing concrete, feasible action steps within the next six months.
 - To stimulate thinking and learning about options for accelerating pathways to permanency for these and other children.
 - To identify and address barriers to permanency through professional development, policy change, resource development, and the engagement of system partners.
 - To provide a forum for focused, creative and collaborative brainstorming that results in an effective *Permanency Action Plan* for each child/youth under review.
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Strategies:

- **Micro Level.** At the basic level, a PRT is a professional case consultation intended to support the worker and expedite permanency for the young person.
 - **Real-time Learning Lab.** At the next level, the PRT creates a conscious focus on learning and provides a professional development opportunity for workers involved in the case.
 - **Macro Level.** PRTs also help make improvements and positive systemic change to the child welfare system.
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Underlying Values:

- **Urgency.** A relentless insistence to stop adverse outcomes for youth who age out of foster care without a permanent family.
 - **Teaming.** A supportive and non-blaming process that encourages workers to enlist new people, perspectives and energy in an effort to expedite permanency for children.
 - **Outcomes.** Learning and accountability leads to positive results.
 - **Optimism.** After doing hundreds of Roundtables, participating workers recommended this additional value to reflect an increased level of hope, energy and support.
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Participant Roles:

The Core Team

- **Case Workers.** Present the case and respond to Roundtable team's questions.
- **Supervisors.** Offer supplemental information, as necessary.
- **Facilitators** (a.k.a. "Neutral Facilitator"). Keep the process on track by maintaining communication and cooperation among participants.
- **Permanency Consultants** (External). Assigned to people from outside the local jurisdiction who have significant experience in permanency work and can offer a fresh set of eyes.
- **Permanency Consultants** (Internal, a.k.a. "Master Practitioner"). Assigned to people from within the state (knowledge of local policy/statutes), but often from a different region.
- **Transcribers** (aka "Scribes"). Responsible for recording notes from the Roundtable process and filling in the official forms and *Permanency Action Plan* document.

Supplemental Roles. Sometimes, Roundtables involve other people with specific expertise based on the individual case needs. These may include second-line supervisors, legal and policy experts, mental health professionals, cultural guides and veteran parents.

Roundtable Phases:

1. **Welcome and Overview**
2. **Present the Case**
3. **Clarify and Explore**
4. **Brainstorm**
5. **Create the Permanency Action Plan**
6. **Debrief Roundtable**
7. **Post-Roundtable Follow-Up**

In-Room Logistics:

- PRTs usually take place on-site at the agency. Multiple Roundtables may occur concurrently (in separate meeting rooms).
- Six to eight people typically participate in each Roundtable. Attendee names (and their organizations) should be pre-printed on a sign-in sheet. Ideally, all participants are seated around one table.
- Roundtable teams usually meet for six hours a day. Case workers and supervisors are expected to attend only for the duration of their presented cases.
- Two hours are allocated to address each child in care. An extra hour is added for each additional child from the same family (i.e., siblings).

Please refer to Casey Family Programs' *Permanency Roundtable Methodology and How-To Manual* for more details about organizing PRTs in your jurisdiction.