



Tom C. Rawlings
Director

Georgia Division of Family and Children Services

Office of Provider Management

PAUSE Process Overview for RBWO Providers

Presented by :

Shannon Stokes- Planning & Performance
Coordinator| Field Operations

Samuel Pittman- OPM Training and
Curriculum Specialist

Whitney Stinson- OPM Training and
Curriculum Specialist



Learning Objectives

- Understand why the PAUSE Process was created
- Review of the PAUSE Process
- Understanding the three distinct steps of the PAUSE Process
- What is my agency's role?

P. A. U. S. E.

Placement Assistance
Utilizing
Stability Exploration Teams

**Collaborative
process**

**Team Decision
Making**

**All
placement types
&
any intended moves**

PAUSE



Desired Outcomes

Improve placement stability for children in foster care in all placement type settings

Prevent/Reduce trauma associated with multiple placement moves

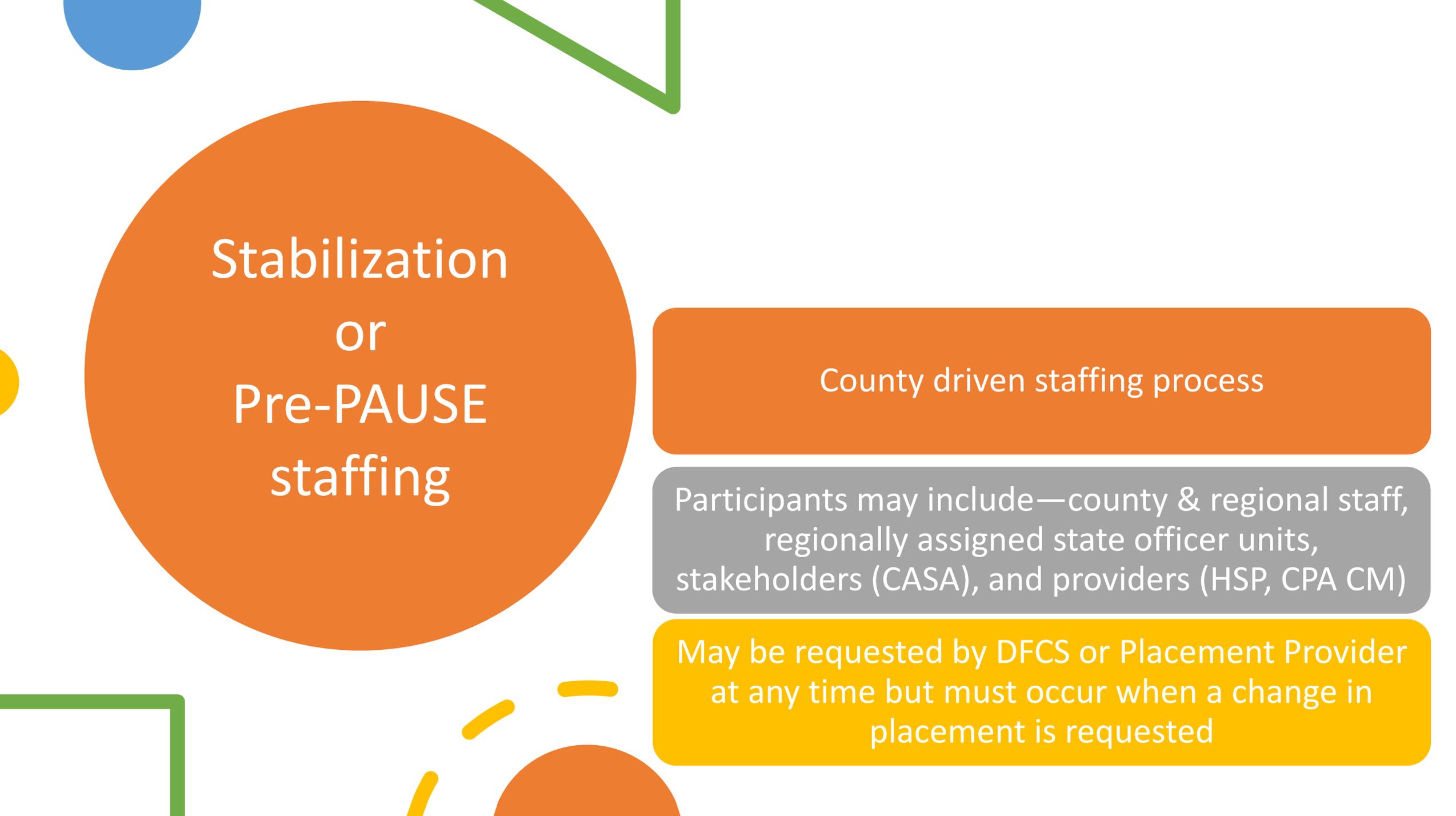
Strengthen the decision-making process for “positive” moves towards achieving permanency

Stabilization
or
Pre-PAUSE
staffing

PAUSE Triage
Request

Formal
PAUSE
Staffing

The
PAUSE
Process

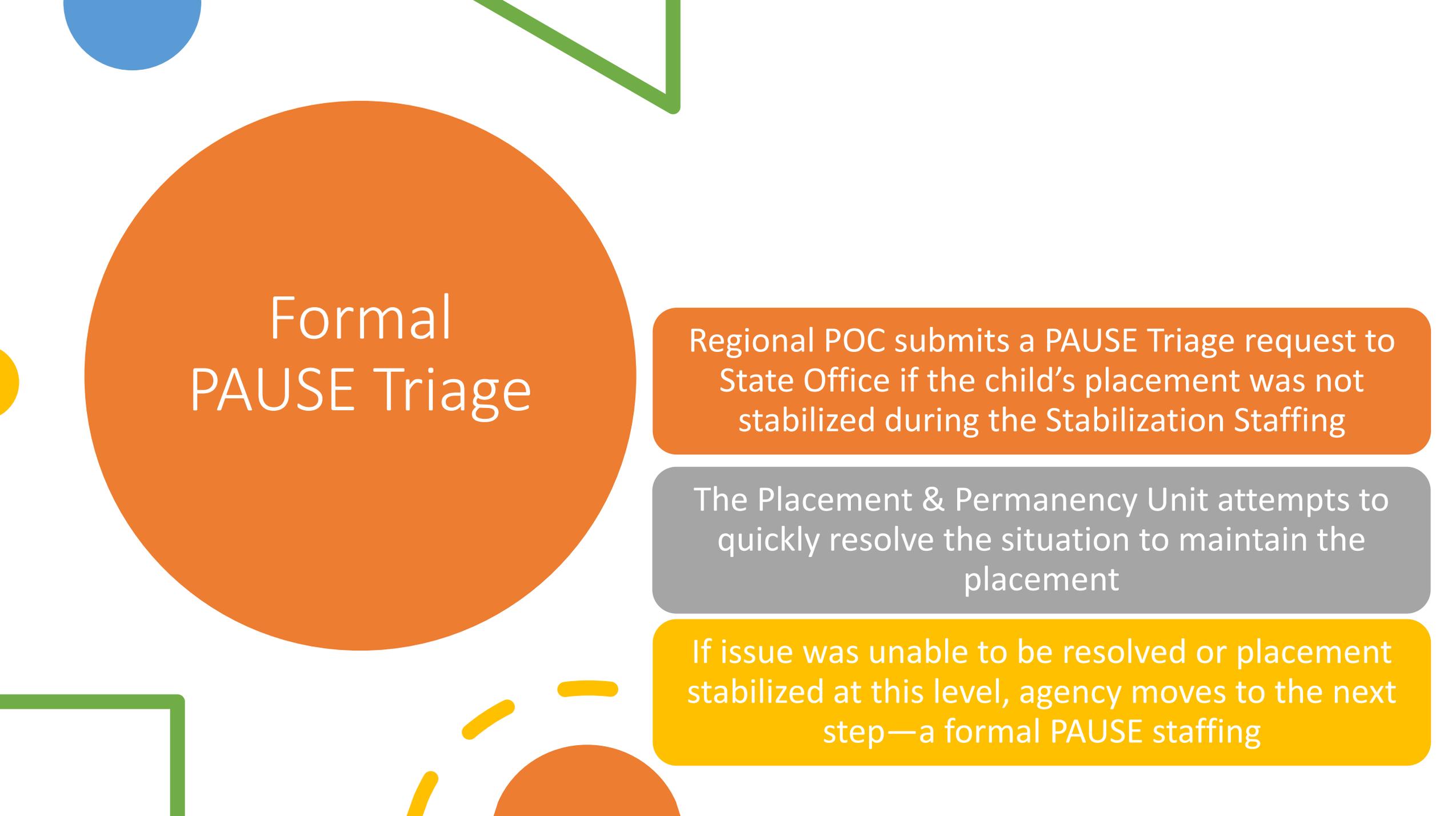


Stabilization or Pre-PAUSE staffing

County driven staffing process

Participants may include—county & regional staff, regionally assigned state officer units, stakeholders (CASA), and providers (HSP, CPA CM)

May be requested by DFCS or Placement Provider at any time but must occur when a change in placement is requested



Formal PAUSE Triage

Regional POC submits a PAUSE Triage request to State Office if the child's placement was not stabilized during the Stabilization Staffing

The Placement & Permanency Unit attempts to quickly resolve the situation to maintain the placement

If issue was unable to be resolved or placement stabilized at this level, agency moves to the next step—a formal PAUSE staffing



Formal PAUSE Staffing

Explores resources, solutions and create action steps to stabilize the child's placement, minimize move related trauma *and/or* transition to a more appropriate placement

Participants—Stabilization staffing participants along with provider leadership, State Office, OCA, other identified internal & external stakeholders (such as Amerigroup, DBHDD)

Collaboration—Brainstorming—Barrier Busting

PAUSE Team Supports

- Kinship Coordinator
- RAC (Regional Adoption Coordinator)
- Adoption Exchange
- PAD (Post Adoptive) Manager
- Regional CRRU Team (RD Team)
- Placement Locators
- Treatment FPS (Field Program Specialists)
- State Level CRRU
- CCTU Regional Therapeutic Support Specialists
- CCTU District Support Specialists
- OPM
- District Directors



**BEHIND THE -
SCENES**

What is the Purpose?

- **The PAUSE Process utilizes the involvement and input from county, regional, and state representatives, to include stakeholders, to support and stabilize placements.**
- **As an agency, we want to minimize the number of placement changes that Georgia's foster children endure.**
- **The PAUSE Process aims to promote reasonable efforts to achieve permanency.**
- **The PAUSE Process was created to be utilized for all placement types.**

Considerations for specific placement change criteria include:



CPA or CCI initiates a 14-day placement move request.

In this instance, a PAUSE Team is convened within 24 hours



CPA or CCI initiates an “emergency” placement move request (ie. Same day/next day placement change).

In this instance, a PAUSE Team is convened within 30 minutes.



When a need is identified to move a foster child from one placement to another **AND**



The county has exhausted traditional options available to prevent the placement move.

Pre-Pause Stabilization Staffing

- A county driven staffing process
 - A placement is on the verge of being disrupted
 - A notice has been given by the placement resource
 - There is no identified potentially permanent placement
- Applicable to all placement types & any intended move for a child in foster care.
- When the placement cannot be stabilized or a move is necessary as a result of this staffing, initiate the next step: Request a Formal PAUSE Triage. The staffing is documented in SHINES.

Formal PAUSE Triage



The Regional FPS provides notification of the staffing decision and makes a request to Tammy Reed, Director of the State Placement and Permanency Section.



A formal PAUSE call is scheduled if this State unit can not quickly resolve the issue to maintain placement and the matter is not satisfied.

Formal PAUSE Triage Con't



State Office Unit:



Notifies the identified Regional FPS that a formal PAUSE Staffing Call is needed

The Regional FPS schedules the call



Recommends the inclusion of specific providers



Participates in the PAUSE Staffing Call



Internal Partners

- **Permanency and Placement Field Program Specialist (FPS)**
- **DFCS Case Manger and/or Supervisor**
- **Regional Resource Development Staff**
- **Post Adoptions (PAD) Manager**
- **Care Coordination Treatment Unit (CCTU) Behavioral/Treatment Specialist**
- **Kinship Coordinator**
- **GARYSE/Chafee Independent Living Specialist (ILS)**
- **Educational Programming, Assessment and Consultation(EPAC) Specialist**
- **Office of Provider Management (OPM)**



Possible External Partners

- **RBWO Placement Resource**
- **The Youth's Therapist or Clinician**
- **Supportive Services Provider**
- **Foster Parent (If Applicable)**
- **Department of Juvenile Justice (DJJ)**
- **Office of the Child Advocate (OCA) Representative**
- **Department of Behavioral Health and Developmental Disabilities (DBHDD)**
- **Multi-Agency Alliance for Children (MAAC)**
- **Amerigroup**

RBWO Provider's Role

Ensure

Ensure that the DFCS Case Manager has been made aware of behaviors and/or reasons as to why the discharge notice has been given.

Be

Be prepared to discuss all efforts your agency has made

Bring

Bring essential members on the call such as in-house staff, therapist, and agency Director or Leadership who can provide input

Be

Be flexible to ideas offered by the Team

Understand

Understand that the primary focus of the call is placement stabilization. Secondary discussion is developing a transition plan if needed.

OPM's Role



MEDIATING BETWEEN THE
PROVIDER AND DFCS COUNTY
STAFF



SUPPORT AND GUIDE THE
PROVIDER THROUGH THE PAUSE
PROCESS AS NEEDED



FOSTER AN ENVIRONMENT THAT
ENCOURAGES PARTNERSHIP

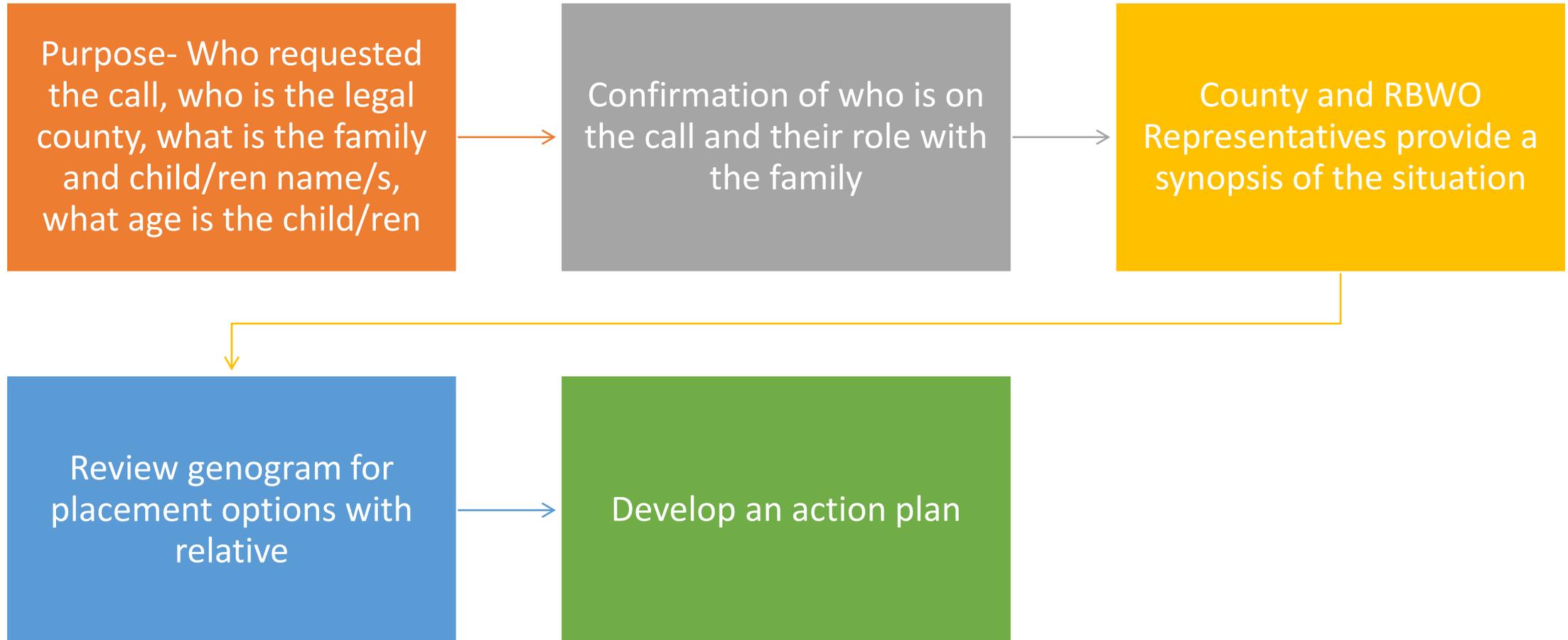
Formal PAUSE Staffing Call

The call explores resources, solutions, and creates action steps to stabilize the placement, minimize move related trauma, and/or transition to a more appropriate placement.

As a team-decision making process, Office of the Child Advocate is invited to all formal PAUSE Staffing Calls. Considerations is given for participation by other internal and external stakeholders.

Formal PAUSE Staffing Calls are documented in SHINES.

PAUSE PROCESS FLOW



PAUSE PROCESS FLOW CONTINUED



What services have been offered to the family thus far?



Is there anything we haven't tried yet?



Is there something we could try more of?



If a placement disruption is inevitable, we will talk about actions we can take to help reduce the trauma to the child(ren).



Summarize the action plan



Moving Forward

Do:

- **Be Flexible**
- **Be Creative**
- **Respectfully Disagree**

Don't:

- **Abruptly move youth during a pandemic**
- **Wait until the last minute to express concerns**
- **Engage in a power struggle with the youth**



Provider Feedback

- 100% of the feedback from RBWO Providers is that the PAUSE Process has been beneficial overall and allows for a collaborative effort of planning
- We are stabilizing our children, decreasing placement moves, and working as a team
- Clarity is needed on who can initiate the PAUSE process, roles of the participants, and what is the agenda
- Providers are not always receiving timely notice about the calls
- At times RBWO Providers can feel “ganged up on” or pressured into maintaining placement



Additional Questions or
Concerns?

opmleadership@dhs.ga.gov