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Roadmap and Toolkit to a Successful Multi-Disciplinary Team

September 23, 2021

Presented by:
National Alliance for Drug Endangered Children



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Zoom Webinar Technical Overview



Q&A

Enter your questions into the Q&A box.



Chat

Watch the Chat for messages from the webinar organizers.

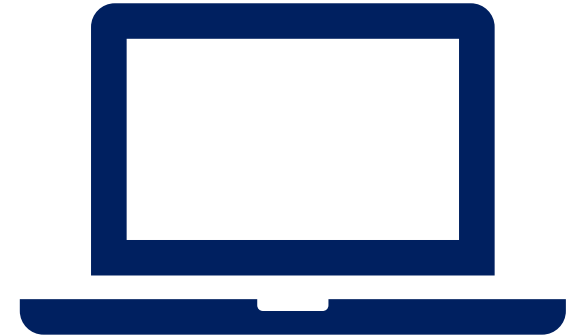


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Poll Questions

- Poll questions will be asked during the webinar.
- This is your time to weigh in with your thoughts.
- Please respond promptly;
polls are open for a short period of time.

Which of the following best describes your role?



- Victim Services/Victim Advocate
- Probation/Community Corrections
- Law Enforcement
- CAC, Social Worker, Mental Health Worker
- Other



Developed and Presented by:

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Objectives

- ✓ Identify the stages of developing an effective, sustainable multidisciplinary team (MDT)
- ✓ Explain how a multidisciplinary alliance (team) provides a sustainable framework
- ✓ Discuss what it takes to sustain an MDT: key points

Who is National DEC?

- National non-profit organization
- Functions as a national training, technical assistance, and resource center around substance misuse issues
- Works with federal, state, local, and tribal partners
- Works to institutionalize DEC efforts from identification to response to services and support
- Assists with development and sharing of promising practices
- Partners on grants and funding
- Develops Multidisciplinary Alliances to institutionalize efforts

A photograph of four young children running barefoot on a grassy field. The child in the foreground is a boy with dark hair, wearing a black t-shirt and black shorts, running towards the camera with a joyful expression. Behind him are three other children, two boys and one girl, also running and smiling. They are wearing casual clothing like t-shirts and shorts. The background is a soft-focus green landscape with trees and foliage.

The Drug Endangered Children Mission

The National Alliance for Drug Endangered Children teaches early identification, response and appropriate intervention services for children and families affected by parental or caregiver substance misuse. We equip comprehensive, multidisciplinary alliances, communities, organizations and individuals with access to our national resource center, trainings and technical assistance.



Defining Drug Endangered Children (DEC)

The National Alliance for Drug Endangered Children defines drug endangered children as children who are at risk of suffering physical or emotional harm as a result of legal and illegal drug use, possession, manufacturing, cultivation, or distribution.

They may also be children whose caretaker's legal and illegal substance misuse interferes with the caretaker's ability to parent and provide a safe and nurturing environment.



National DEC's Vision

100% healthy, safe children, families and communities free from the negative impact of substance misuse and drug activity.



Multi-Disciplinary Teams... Let's take a look

What is an MDT?





Poll Question

Do you currently belong to an active MDT?

- Yes
- No



Multi-Disciplinary Team

What does an MDT mean to you?

A series of paper cutouts of stylized human figures in various shades of brown and tan, holding hands in a line that recedes into the background. The figures are simple, with circular heads and rectangular bodies.

Multi-Disciplinary Team

- A group of professionals who work together in a coordinated and collaborative manner and focusing on the mission and vision of the group.
- Involves a range of professionals from different backgrounds
- Provides a foundation and framework for solving issues within the community

Example of DEC MDT

- A group of professionals who work together in a coordinated and collaborative manner to ensure effective identification and response to children and families impacted by substance misuse
- Early recognition
- Intervention & response
- Services to children & families

What are Some Pieces of MDT's?



Our Model: The DEC Approach



The DEC Approach

A multi-disciplinary strategy to change through a common vision, ongoing collaboration, and ongoing change, which increases the likelihood of better outcomes for drug endangered children and their families.



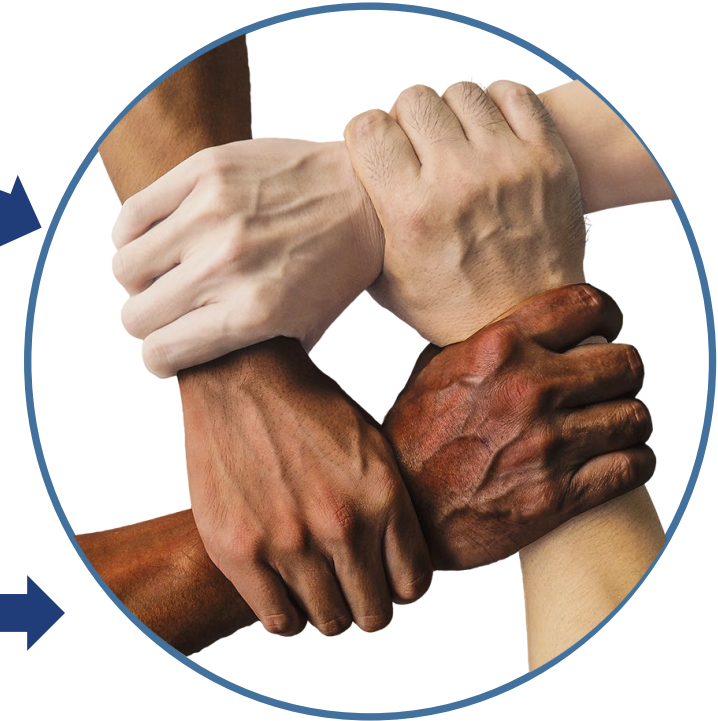
The DEC Approach



Ongoing Change



Common Vision



Ongoing Collaboration



Poll Question

Do you think having a common vision is important when working in an MDT?

- Very important
- Somewhat important
- Not important



Common Vision

Why is a common vision important?

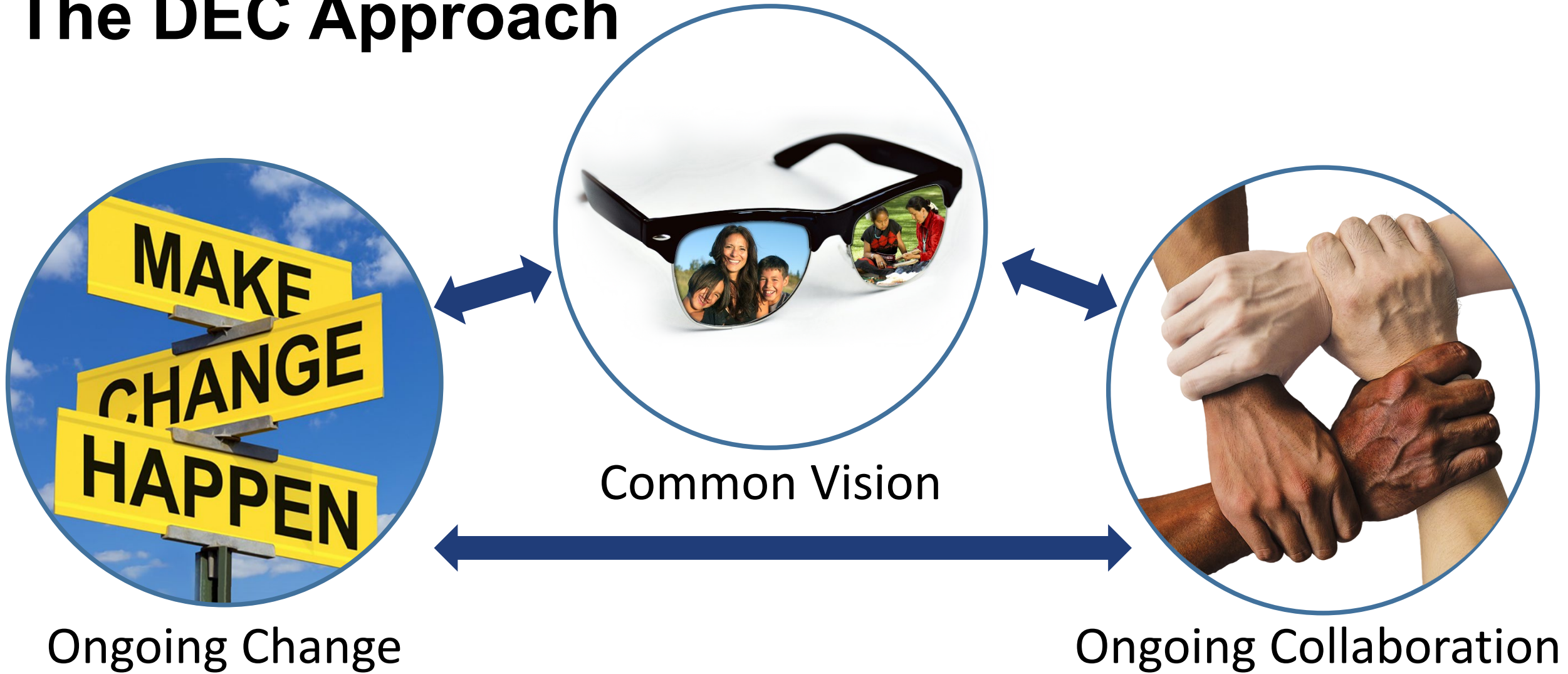


Common Vision

Why is a common vision important?

- Provides guidance to the group
- Helps people stay committed
- Provides orientation and meaning
- Helps to focus energies

The DEC Approach



Ongoing Collaboration

Collaboration is the exchange of information, altering of activities, sharing of resources, and enhancement of the capacity of another for the **mutual benefit** of all and to achieve a common purpose.



Ongoing Collaboration

The term “collaboration” is often used interchangeably with terms such as “networking,” “cooperation,” and “coordination.”



Networking

Coordination

Cooperation

Ongoing Collaboration

I make you stronger, you make me stronger.



Networking

Coordination

Cooperation

Collaboration

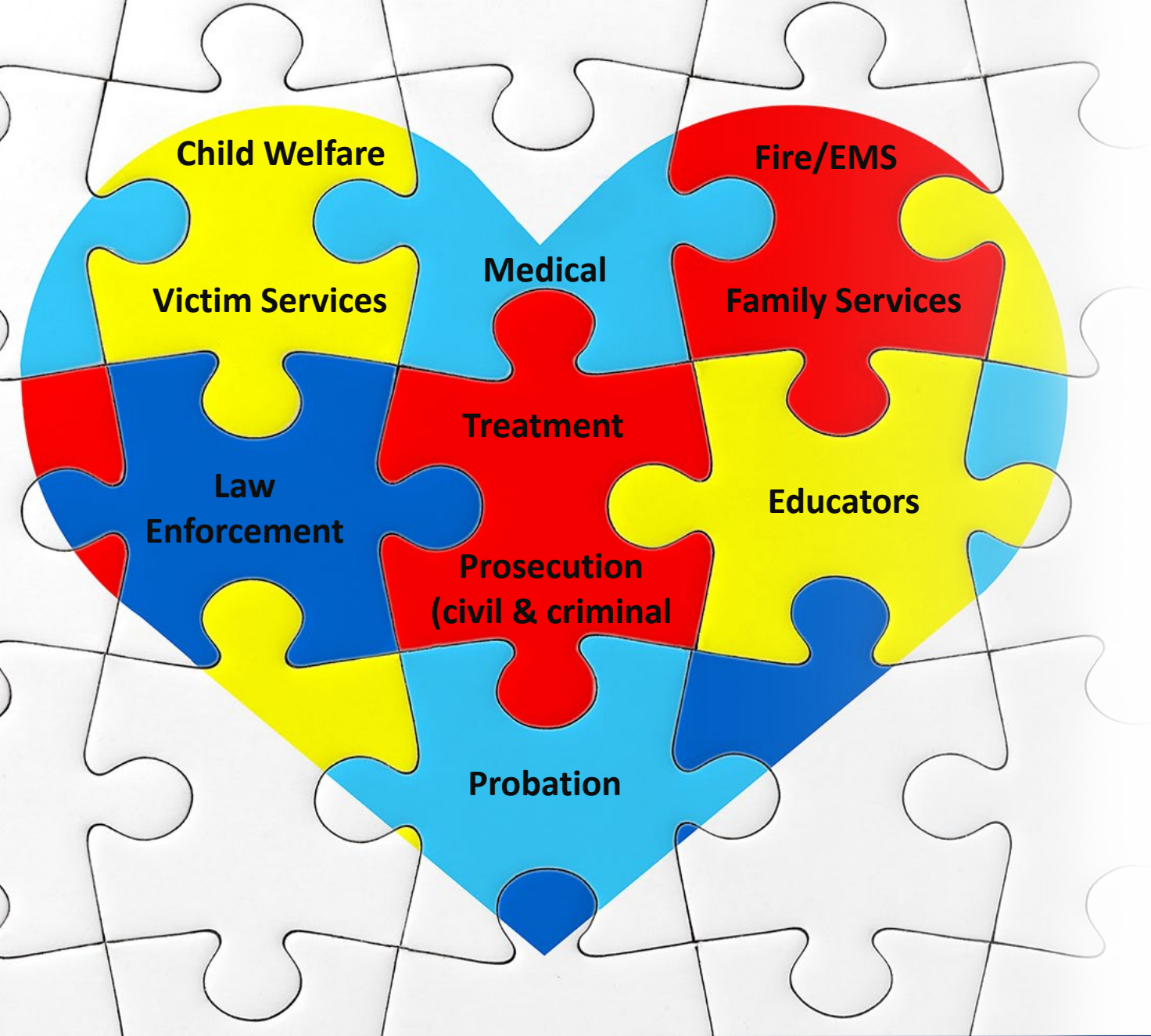
Without collaboration,
our information and our work looks like this...



Collaboration

We all have a piece in the puzzle...
but we must put them together...
to truly collaborate





Collaboration

Collaboratively we look like this!



Collaboration

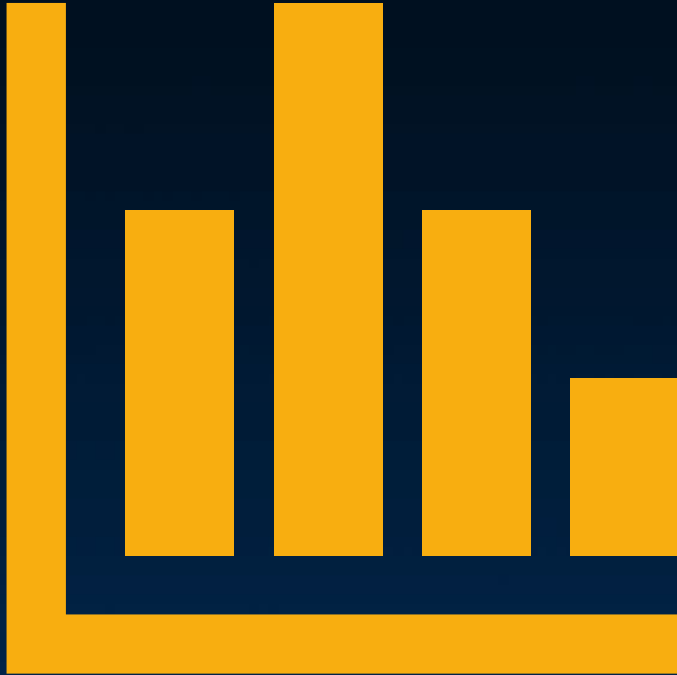
The life of the child



Poll Question

What are the biggest challenges of collaboration in your community?

- Egos
- Communication
- History
- Understanding of each discipline's role



Poll Question

What are the biggest benefits of collaboration in your community?

- Better use of resources
- Better outcomes for victims and survivors
- Better communication between disciplines

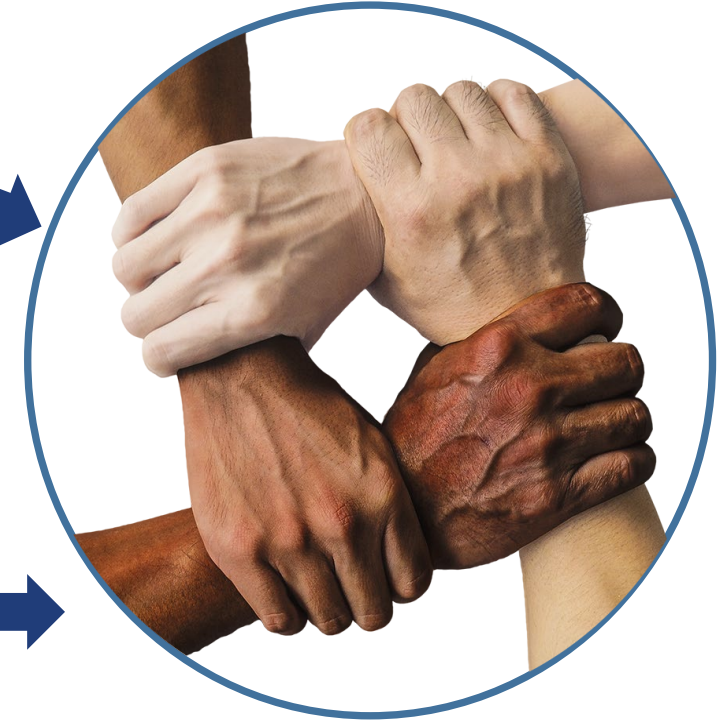
The DEC Approach



Ongoing Change



Common Vision



Ongoing Collaboration

Ongoing Change

“Change” is to make or become different

- Individuals
- Disciplines
- Communities





Ongoing Change

What if we do NOT change?



Ongoing Change

How can we change?

Ongoing Change

More information

=

More informed decisions

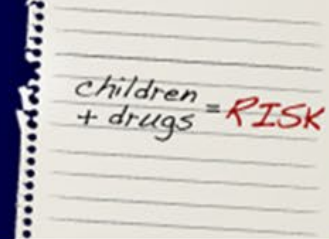
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Increased likelihood of
better outcomes





NATIONAL ALLIANCE
FOR DRUG ENDANGERED CHILDREN



Destination – Successful DEC Alliance



Roadmap to the DEC Approach

About National DEC

Awareness

Implementation

Institutionalization

Acknowledgements

Roadmap and Toolkit



Forming an MDT



Forming an MDT Part 2

Awareness

- Create awareness of the problem
- Identify Leadership
- Identify interested stakeholders
- Basic awareness training
- Initiate needs & resources assessment (community assessment)
- Connect with National DEC

Implementation

- Continued Awareness training
- Engage leadership and stakeholders
- DEC Approach training
- Complete needs & resources assessment (community assessment)
- Identify disciplines involved
- Identify persons involved
- Connect with National DEC

Institutionalization

- Continued Awareness and DEC Approach trainings
- Local DEC Development Training
- Train trainers within community
- Develop Protocols
- Establish MOU's
- Conduct regular meetings
- Continue to reassess
- Connect with National DEC

Overarching Benefits of a Multi-disciplinary Team

- Assists in establishing/maintaining sustainable and effective efforts within the community
- Provides common vision: brings people together; keeps them focused
- Leadership in the development of programs, policies, and services
- Enhances partnerships



Overarching Benefits of a Multi-disciplinary Team

- Develops collaboration between disciplines and agencies
- Assists in coordinating resources, services, and practices
- Improves interventions, advocacy, and services
- Increases the likelihood of better outcomes
- Changes attitudes





Individual Benefits

- Increase in information shared between disciplines
- More informed decisions, more appropriate interventions
- More efficient use of limited professional resources
- Better trained, more capable professionals
- More respect in the community and less burnout among professionals
- Increase in trust among professionals

Keys to Success:

Healthy and open **COMMUNICATION** is needed!

Each member of the MDT must:

- Commit to healthy and open communication (and discuss what this looks like)
- Communicate when things are not working
- Commit to finding resolutions and solutions when issues arise
- Refrain from being “controlling” or egocentric
- Share openly when possible
- Agree upon doable common goals and a plan to get there together

Open communication among members is a **MUST** in keeping the MDT running smoothly. When conflicts arise, resolution needs to be sought out **QUICKLY**.



Keys to Success:

- Confidentiality policies accord with legislative mandates, agency policies, professional practices, and the goals and interest of the group
- Conflict resolution practices that ensure core issues are aired and resolved satisfactorily based on mutual respect and recognition



Keys to Success:

- Periodic self-analysis and outside evaluation of how the team is working so that it continues to achieve the purposes for which it was formed
- Support for members/agencies of the MDT





Q&A



New Phone App



Thank You!

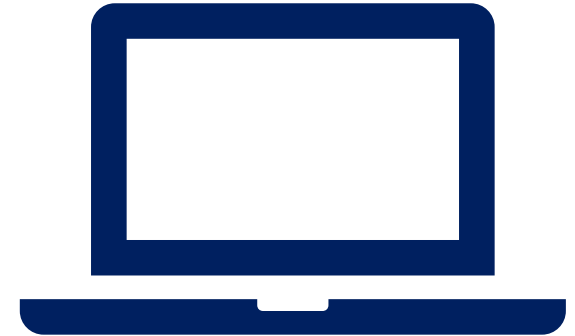
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