

Revised Exhibit AI
Guidance 18
Family Intensive Treatment (FIT) Team Model

Contract Reference: Prime Contract: *Sections A.1.1.2 and C.1.2.6.15 and DCF Guidance 18*

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I. Level Of Care Description

Family Intensive Treatment (FIT) Teams are a service delivery model that provides community-based behavioral health treatment and support to families with child welfare involvement and parental substance misuse. FIT Teams are a multidisciplinary approach to behavioral health intervention in the overall system of care that provides early identification and coordination, as well as support to families through navigation of the child welfare and treatment processes.

II. Eligibility

FIT Teams serve families that meet the following criteria:

1. Eligible for publicly funded substance abuse and mental health services pursuant to s. 394.674, F.S.; including persons meeting all eligibility criteria who are underinsured;
2. At least one parent/guardian meets the criteria for a substance use disorder; and
3. At the time of referral to FIT:
 - A child in the family has been determined to be “unsafe,” with a priority given to families with children 0 – 10 years old,
 - For children in out-of-home care, the family must have a child welfare case management plan with the permanency goal of reunification, or a concurrent case plan that includes reunification as a permanency goal, and
 - The eligible parent/guardian is willing to participate in treatment or is court-ordered to participate in services. In either case, enhanced efforts to engage and retain the parent/guardian in treatment is expected as a crucial element of FIT services.

While eligibility is based on at least one parent/guardian in the home meeting criteria, all members of the household may receive and benefit from services and coordination. This allows for family-focused treatment and ensures that all

members of the household are addressing any issue that may impact success from both a behavioral health and child welfare perspective. Each parent/guardian that meets the eligibility criteria is counted toward performance measures.

FIT Teams may serve families whose net income is at or above 150% of the poverty level while applying a sliding fee scale in accordance with s. 394.76, F.S. and Chapter 65E-14.018, F.A.C.

Referrals

FIT Teams shall accept families referred by Child Protective Investigators (or other Department representatives), Behavioral Health Consultants, Lead Agencies, Child Welfare Case Management Organizations, Managing Entities, and other providers of services. Other stakeholders working with families with child welfare involvement, such as engagement programs and the Dependency Court system, may also refer to FIT Teams.

III. Service Description

FIT Teams are implemented by community behavioral health providers that work collaboratively with families to explore their culture, beliefs, and values and work together to identify strengths, as well as family needs. Through that process, goals for treatment are developed and adjusted as needed. The family and FIT Teams work together to identify other, non-clinical supports needed. This can include coaching parents to address ineffective coping mechanisms, while also teaching and modeling strategies for positively managing their children—especially amid everyday stressors such as work, legal issues, financial pressures, and healthcare concerns.

Program Goals

The goals of FIT Teams are to:

- Provide early identification of at-risk families and immediate access to intensive substance use and co-occurring mental health treatment services for families with child welfare involvement with early engagement strategies, such as at case initiation or case transfer, when a child in the family has been determined to be “unsafe.”
- Implement a multidisciplinary approach, including Clinicians, Case Managers, and Recovery Peer Support Specialists.
- Plan and deliver service in coordination with Lead Agencies, Child Welfare Professionals, Managing Entities, and other providers.
- Integrate evidence-based treatment for substance use disorders, parenting interventions, and therapeutic treatment for all family members into one comprehensive treatment approach. This comprehensive approach includes advocating and coordinating clinical children’s services, which are provided outside of the FIT Team funding.
- Identify family-driven pathways to recovery and promote sustained recovery through cultural and gender-sensitive treatment and involvement in recovery-oriented services and supports.
- Promote increased engagement and retention in treatment.
- Facilitate concurrent planning between child welfare case planning and treatment plan goals, to integrate the family’s strengths and needs with their Dependency case plan.
- Advocate for families and assist in navigating the child welfare process.
- Promote treatment completion and continued care through linkage to ongoing support services and natural supports.
- In collaboration with Lead Agencies and Child Welfare Case Management Organizations, the goals are to:

- Promote the safety of children in the child welfare system whose parents/guardians have a substance use disorder;
- Develop a safe, nurturing, and stable living situation for children as rapidly and responsibly as possible;
- Provide information to inform the safety plan, ongoing Family Functioning Assessments (FFA), and any other relevant status updates;
- Reduce the number of out-of-home placements when safe to do so; and
- Reduce rates of re-entry into the child welfare system.

Staffing Requirements

FIT Team staffing configurations combine practitioners with varying backgrounds in education, training, and experience. This diverse range of skills and expertise enhances the team's ability to provide comprehensive care based on needs. FIT Teams must minimally include the following positions:

Program Manager

The Program Manager position must be a full-time employee with full clinical, administrative, and supervisory responsibility to the team and possess a Florida license in one of the following professions:

- Licensed Clinical Social Worker, Marriage and Family Therapist, or Mental Health Counselor licensed in accordance with Chapter 491, Florida Statutes
- Psychologist licensed in accordance with Chapter 490, Florida Statutes

The Program Manager is a practicing clinician and is responsible for the administrative, clinical, and quality oversight of the team. Preferably, the Program Manager is a Qualified Supervisor and has a minimum of three years working with adults with substance use disorders.

Behavioral Health Clinician

The Behavioral Health Clinician position must be a master's level clinician and hold a degree from an accredited university or college with a major in psychology, social work, counseling, or other behavioral science. The Behavioral Health Clinician provides evidence-based therapeutic services and incorporates behavioral health goals with caregiver protective capacities and parenting interventions. This may include:

- Assessments that consider the relationship between substance use and mental health,
- Tracking of participants' stages of change readiness and stages of treatment,
- Engagement and motivational interviewing techniques,
- Cognitive behavioral approaches,
- Relapse prevention, and
- Treatment approaches consistent with the participant's stage of change readiness.

The Behavioral Health Clinician also provides consultation and training to other team staff on integrated assessment and treatment skills relating to co-occurring disorders such as crisis intervention, individual and group sessions. Preferably, the Behavioral Health Clinician has a minimum of two years of experience working with adults with substance use disorders. The caseload for a Behavioral Health Clinician is determined by the Program Manager but **shall not exceed 15 clients**.

FIT Case Manager

The FIT Case Manager position requires a minimum of a bachelor's degree in behavioral science. The FIT Case Manager provides rehabilitation and support functions under clinical supervision and is an integral member of the treatment team. Rehabilitation and support functions include:

- Planning,
- Ongoing assessment,
- Care Coordination,
- Psychoeducation,
- Skills development,
- Monitoring,
- Problem solving, and
- Advocating.

The FIT Case Manager may assist with coordination of referrals completed by the FIT Team and follow-up of other needed services; however, *this position does not serve as the child welfare case manager.*

Preferably, the FIT Case Manager has a minimum of one year of experience working with adults with behavioral health needs and child welfare involvement. The FIT Case Manager may possess a bachelor's or master's degree with a major in another field but must also have a minimum of three years of experience working with adults with substance use disorders. The caseload for a FIT Case Manager is determined by the Program Manager but **shall not exceed 20 clients**.

Recovery Peer Specialist

The Recovery Peer Specialist position requires someone certified by the Florida Certification Board; or an individual who has direct personal experience living in recovery from substance use conditions for at least 2 years with a minimum of one (1) year work experience as a Recovery Peer Specialist. The Recovery Peer Specialist provides advocacy and support functions under clinical supervision and is an integral member of the treatment team. Advocacy and support functions include:

- Planning,
- Mentoring,
- Psychoeducation,
- Recovery Support,
- Skill building,
- Sharing resources,
- Building community and relationships, and
- Leading recovery groups.

The Recovery Peer Specialist is allowed one year from the date of hire to obtain certification through the Florida Certification Board. The caseload for a Recovery Peer Specialist is determined by the Program Manager but **shall not exceed 20 clients**.

Programmatic Requirements

FIT Teams must be trained in the use of evidence-based substance use treatment and parenting practices found effective for serving families with child welfare involvement.

FIT Teams must include the following activities, tasks, and provisions:

- Access to crisis support 24 hours a day, 7 days a week for participants in case of emergency
- Recovery peer support services to promote recovery, engagement and retention in treatment, and skill development
- Case management services to address the basic support needs of the family and coordinate the therapeutic aspects of services provided to all family members regardless of payer source
- Coordination of services and support with child welfare professionals
- Individualized treatment provided at the level of care that is recommended by ASAM or LOCUS placement criteria

- Document FIT activities and family's progress in Florida Safe Families Network (FSFN)
- Intensive in-home treatment, inclusive of individual and family counseling, related therapeutic interventions, and treatment to address substance use disorders, based on individual and family needs and preferences
- Group treatment to address substance use disorders, based on individual and family needs and preferences
- Trauma-informed treatment services for substance use disorders and co-occurring substance use and mental health disorders
- Therapeutic services and psychoeducation in:
 - Parenting interventions for child-parenting relationships and parenting skills
 - Natural support development, including family when appropriate
 - Relapse prevention skill development and engagement in the recovery community
- Care coordination as reflected in the FIT Team's treatment plan, including a Multidisciplinary Team (MDT) to promote access to a variety of services and supports as indicated by the needs and preferences of the family, including but not limited to:
 - Domestic violence services
 - Medical and dental health care
 - Basic needs such as supportive housing, housing, food, and transportation
 - Educational and training services
 - Supported employment, employment, and vocational services
 - Early child care and education services
 - Legal services
 - Other services identified in the FIT Team's case management plan

Assessments

The FIT Team must assess parental capacity, functioning, substance use and co-occurring mental health, family history, and trauma. All assessments must be completed, as appropriate, in the first 30 days following enrollment.

The FIT Team's assessment process must include a review of prior evaluations and assessments by child welfare professionals, as well as any known behavioral health treatment history. Results of all assessments are included in the biopsychosocial and inform treatment planning and interventions.

- *American Society of Addiction Medicine (ASAM) or Level of Care Utilization System (LOCUS) Criteria*
Complete the ASAM or LOCUS Criteria to address the identified parents' needs, obstacles, and liabilities, as well as the strengths, assets, resources, and support structure to determine the level of care **upon admission**.
- *Daily Living Activities (DLA-20): Alcohol-Drug Functional Assessment*
Complete the DLA-20 to determine the identified parent's level of functioning.
To effectively monitor changes in client functioning over time, the DLA-20 shall be **re-administered within sixty (60) calendar days of initial completion and continue to be administered at 60-day intervals throughout FIT services**. A final DLA-20: Alcohol-Drug shall be administered **at discharge**, except in the case of unplanned discharge and the parent is unavailable.
- *Caregiver Protective Capacities*
Review the prior caregiver protective capacity rating(s) completed by the Child Protective Investigator or Child Welfare Case Manager from the most recent Family Functioning Assessment.
The FIT Team will complete an internal baseline rating of the caregiver's protective capacities, based on information gathered during the assessment process, and integrate the capacities into the treatment plan goals. Caregiver protective capacities will be **evaluated by the FIT Team monthly** in progress updates, during treatment plan reviews, and **at discharge**.

The internal ratings are not to replace the assessment of caregiver protective capacities completed by the child welfare professional, but to align language for a more robust discussion of progress.

- ***Biopsychosocial Assessment***

The Biopsychosocial Assessment must describe the biological, psychological, and social factors that may have contributed to the need for services. The evaluation synthesizes the results of all assessments administered and includes a brief mental status exam, diagnostic/clinical impression, and preliminary service recommendations based on results and interviews of the identified parent and their family.

Refer to Chapter 65D-30, F.A.C. for further requirements of the Biopsychosocial Assessment.

Treatment Planning Process

As part of the core competency of an Integrated Practice model, it is imperative behavioral health providers support and address child welfare outcomes by enhancing caregiver protective capacities. Utilizing the identified diminished caregiver protective capacities and behavioral health needs, the team will be able to develop appropriate interventions to address family needs. This practice is in unison with the Child Welfare Practice model which requires child welfare professionals to identify reunification criteria, objectively evaluate the scaling of caregiver protective capacities, and assess behavioral changes in the parent/guardian toward enhancing their protective capacities.

The FIT Team participates in or coordinates MDT staffings, requesting participation from child welfare professional(s), parent/guardian(s), and any other relevant parties such as caregiver(s), foster parent(s), mentor(s), teacher(s), primary health provider(s), and other provider(s), following enrollment and at least every 30 days. The MDT is responsible for the development and ongoing evaluation of the treatment plan and/or case plan, including any alterations that may prove necessary.

Transition and Discharge

Successful transition planning begins at admission, is family-centered, and continues throughout the family's treatment. Families are informed of appropriate community resources available, linked to needed services, and are key participants in all phases of the transitional care planning process. Referral processes with community providers need to occur in a timely, systematic fashion before discharge. The process concludes with the coordination and implementation of services and transition to the least restrictive level of care.

- **Transfers to Another FIT Team**

Managing Entities must assist with coordinating transfers when a family plans to move out of the area and continue FIT services. The originating Managing Entity will contact the receiving Managing Entity to determine if there is capacity to accept the transfer and a proposed date of transfer. Once this has been established, the originating FIT Team must, with consent, send the receiving team a comprehensive referral packet.

FIT Teams are obligated to accept any transfer if the team has capacity. Upon arrival, the receiving team must review the participant's clinical records, conduct an initial assessment, and develop a new treatment plan.

- **Discharge Process**

At least 30 calendar days before discharge, an MDT staffing to address the family's planned discharge from the FIT program must be held. This discharge MDT staffing must include the FIT Team with requested participation from child welfare professional(s), the parent(s), and any other relevant parties such as other caregiver(s), foster parent(s), mentor(s), teacher(s), primary health provider(s), and other provider(s).

The discharge MDT staffing must address the family's behavioral health and any ongoing relapse prevention and recovery service needs, such as Recovery Community Organizations, Alcoholics Anonymous (AA), Narcotics Anonymous (NA), faith-based groups, or other recovery supports; physical health care needs of the parents and children; support services such as housing supports, supportive employment, financial

benefits, etc.; and community services such as child care, early intervention programs, therapies, and community-based parenting programs.

A discharge summary must be completed that summarizes the family's needs and confirms all referrals to community-based services. The discharge summary must be provided to the family upon discharge. A copy of the discharge summary must also be provided to the child welfare professional within seven (7) calendar days of discharge.

In the event of an unplanned discharge, the FIT Team must coordinate an MDT staffing as soon as disengagement is identified to discuss strategies for re-engagement or plan for the next steps following discharge. These steps must be documented in the discharge summary and provided to the child welfare professional within seven (7) calendar days.

- **Discharge Reasons**

The following are appropriate discharge reasons within the FIT model:

COMPLETED TREATMENT: Participant made significant progress toward rehabilitation goals and engagement in community-based care is optimal.

GOAL CHANGE: Participant is discharged due to a change in the child welfare case goal. This discharge reason is used when the permanency goal has been modified, and the participant chooses to discontinue treatment. In such cases, this discharge type may be used in lieu of 'Disengaged.' If the participant does not opt for discharge, the FIT Team may continue providing services until treatment is complete.

TRANSFER TO A HIGHER LEVEL OF CARE: Participant requires transfer to a higher level of care (such as inpatient care). This reflects that maximum benefit has been achieved at the current level of care and yet a higher level of care is needed. If the participant refuses to transfer and disengages, the discharge will be defined as disengaged.

TRANSFER TO ANOTHER FIT PROVIDER: Participant is discharged due to transfer to another FIT Team Provider where they continue services.

MOVED: Participant moved out of the service area. This discharge definition is used if the participant is not transferring to another level of care or to another FIT team provider.

JAIL/PRISON: Participant is discharged due to incarceration.

DISENGAGED: Participant requests discharge or chooses not to participate, despite best efforts by the FIT team.

DIED: Participant is discharged due to death.

IV. OUTCOME MEASURES

The Network Provider must meet and report the following outcome measures to the Managing Entity through Carisk by the 10th of each month following the service month. must include the following performance measures and methodologies in each FIT Team subcontract:

1. Upon successful completion, 95 percent of eligible parent(s)/guardian(s) served will be living in a stable housing environment:
 - o Stable housing is defined as Independent Living (Alone, with Relatives, with Non-Relatives), Dependent Living (with Relatives, with Non-Relatives), Foster Care/Home (including Extended Foster Care for ages 18-21) or Supported Housing.
 - o The numerator is the sum of the number of parent(s)/guardian(s) discharged as Completed Treatment during the reporting period who are living in a stable housing environment.

- The denominator is the sum of the total number of parent(s)/guardian(s) discharged as Completed Treatment during the reporting period.
2. Upon successful completion, 95 percent of eligible parent(s)/guardian(s) served will have stable employment:
 - Stable employment is defined as: Active military, overseas; Active military, USA; Full-time; Unpaid Family Worker (A family member who works at least 15 hours or more a week without pay in a family-operated enterprise); Part-time; Retired; Homemaker (Manages household for family members); Student; or Disabled. *Note: If an individual refuses to work because they are making money through illegal activities, they must be coded as Unemployed.*
 - The numerator is the sum of the number of eligible parent(s)/guardian(s) discharged as Completed Treatment during the reporting period who have stable employment.
 - The denominator is the sum of the total number of eligible parent(s)/guardian(s) discharged as Completed Treatment during the reporting period.
 3. Upon successful completion, 90 percent of eligible parent(s)/guardian(s) served will improve their level of functioning, as measured by the Daily Living Activities (DLA-20): Alcohol-Drug Functional Assessment.
 - Measure of improvement is based on change in the average score of the DLA-20. Improvement is based on the change between results from the initial score to the last recorded score.
 - The numerator is the sum of the number of eligible parent(s)/guardian(s) discharged as Completed Treatment during the reporting period with an overall functioning score that is higher than the initial recorded score.
 - The denominator is the sum of the number of eligible parent(s)/guardian(s) discharged as Completed Treatment with more than one DLA-20 score during the reporting period.
 4. Upon successful completion, 90 percent of eligible parent(s)/guardian(s) served will improve their Caregiver Protective Capacities as rated internally by the FIT Team.
 - Measure of improvement is based on improvements to the Caregiver Protective Capacities ratings.
 - The numerator is the sum of the number of eligible parent(s)/guardian(s) discharged as Completed Treatment during the reporting period with Caregiver Protective Capacities that are higher than the initial recorded rating.
 - The denominator is the sum of the number of eligible parent(s)/guardian(s) discharged as Completed Treatment with more than one Caregiver Protective Capacities rating during the reporting period.

Pending the implementation of a new FIT data collection system, the Department intends to collect and analyze the following measures as baseline-setting data. Once implementation begins, the Department and the Managing Entities will evaluate the effectiveness and reasonableness of adopting these measures.

5. While enrolled, 90 percent of all follow-up administrations of the DLA-20 will be completed within 90 days with documentation in the clinical record.
6. While enrolled, 90 percent of all annual updates to Biopsychosocial Assessments will be completed within 30 days. This measure is only applicable when an episode of care is greater than twelve (12) months.
7. On a quarterly basis, 90 percent of discharge summaries will be completed and provided to the child welfare professional within seven (7) calendar days of the discharge date. This measure includes all discharge reasons.

8. On a quarterly basis, 90 percent of all FIT required assessments will be completed within 30 days of enrollment with written documentation in the clinical record. *This includes: ASAM or LOCUS Criteria, initial DLA-20, and initial Biopsychosocial Assessment.*
9. On a quarterly basis, *90 percent of families with children under the age of five (5)* will receive a written determination of need for early child care and education services within 30 days of enrollment.

The determination of need may be based on the biopsychosocial assessment or the FIT Team's case management plan. If the family expresses a need at any point—during the initial determination or afterward—the FIT Team will coordinate with the child welfare case management organization to ensure a referral is made to the local Early Learning Coalition (ELC).

10. On an annual basis, 55 percent of all parent(s)/guardian(s) discharged will either maintain or improve their level of functioning, as measured by the Daily Living Activities (DLA-20): Alcohol-Drug Functional Assessment. This measure includes all discharge reasons.
 - o Measure of improvement is based on change in the average score of the DLA-20. Improvement is based on the change between results from the initial score to the last recorded score.
 - o The numerator is the sum of the number of eligible parent(s)/guardian(s) discharged during the reporting period with a final overall functioning score that is greater than the initial recorded score.
 - o The denominator is the sum of the number of eligible parent(s)/guardian(s) discharged with more than one DLA-20 score.

V. REPORTING REQUIREMENTS

The Department shall provide the Managing Entities with Access databases for each FIT Team. Managing Entity subcontracts must require the FIT Team to enter all client data into the Access database and export the data monthly. The Managing Entity must submit FIT data to the Department no later than the 18th day of each month following service delivery.

Monthly and yearly service targets should be determined by the Managing Entity, considering the capacity of the FIT Team, the needs of families served, as well as geographical considerations. The targets should assume that families will remain in treatment and aftercare for several months.

In the event the FIT Team fails to achieve the minimum performance measures, the Managing Entity may apply appropriate financial consequences.

VI. INCIDENTAL EXPENSES

Incidental expenses pursuant to chapter 65E-14.021, Florida Administrative Code, are allowable under this program. Network Service Providers must follow state purchasing guidelines and any established process for review and approval and must consult the Managing Entity regarding allowable purchases.

Before utilizing Incidentals, the FIT Teams must explore all other resources with the family, including eligibility for food, cash, and medical assistance through the Department of Children and Families Automated Community Connection to Economic Self Sufficiency (ACCESS) program. More information on ACCESS can be found at <http://www.myflorida.com/accessflorida/>.

VII. THIRD-PARTY SERVICES

Services provided by the core FIT Team staff and funded by FIT contract dollars cannot be billed to any third-party payers. At a minimum, the FIT Team must be licensed for outpatient substance abuse services pursuant to Chapter 65D-30, F.A.C. If additional service components, for which the FIT Team is not licensed, are needed for individualized treatment (including detoxification; residential; crisis stabilization; medication management; aftercare; or other specialized service), the FIT Team must refer to the appropriate level of care or service provider. The FIT Team must work in concert with any other providers, the individual and the family to integrate services into overall treatment and to monitor progress toward treatment goals.

For services provided outside of the core FIT Team staff, the FIT Team must seek reimbursement for services provided to individuals from any third-party payer, when available, including: commercial insurers, TRICARE, Medicare, Health Maintenance Organizations, Managed Care Organizations (MCOs), or other payers liable, to the extent that they are required by contract or law, to participate in the cost of providing services to a specific individual. FIT Team must also seek reimbursement for any Medicaid reimbursable service from Medicaid (or MCOs) when an eligible individual is a Medicaid enrollee. Additionally, the FIT Team must assist families who may be eligible for Medicaid to complete the program's application process and assist with the required eligibility documentation, pursuant to Chapter 65E-14.014(2), F.A.C. The FIT Team remains responsible for immediate access to services for admitted individuals, regardless of payer.

VIII. Managing Entity Specific Requirements

- 1) **Access Database:** The FIT Team Provider shall enter all client data in the Access database, export the data on a monthly basis and submit the report to the ME by the 10th day of each month following service delivery.

- 2) **Service Targets:**

Annual Target:

- 1) The FIT Team at (Provider Name) shall serve (As Negotiated) clients annually.

Monthly Target:

- 1) The FIT Team at (Provider Name) shall maintain at a minimum (As Negotiated) families in treatment.

In the event the FIT Team fails to achieve the minimum performance measures, the Managing Entity may apply appropriate financial consequences.

APPENDIX A – FIT TEAM PROCESS

At the time of referral, the FIT Team must:

- Review the referral to ensure it meets FIT eligibility criteria:
 - This can include staffing with the referral source.
 - If the referral does not meet the criteria, the FIT Team will staff the case with the referral source, and recommendations and linkage to appropriate services are made and documented.
- Access the initial and/or ongoing FFA from the FSN system, if completed.
- Review the FFAs for the diminished caregiver protective capacities.
- Contact a child welfare professional to acknowledge receipt of the referral and receive any additional information.
- Review case plan, when available.
- Review FSN for any prior investigations.
- If the FIT Team is full, a waiting list is maintained. All referred families are contacted, given information about their status on the waiting list, and provided referrals for interim services to meet any immediate needs. Weekly phone contact is maintained for all families on the FIT waiting list.

Upon accepting a referral, the FIT Team will:

- Assign the referral to the FIT Team (Behavioral Health Clinician, FIT Case Manager, and Recovery Peer Specialist).
- Contact the family as soon as possible (within two business days) to explain the FIT Team approach, answer questions, and set up an enrollment meeting.
- Ensure that initial and recurring efforts to contact and engage the referred family are documented.
- Determine which FIT Team member(s) will participate in the enrollment meeting.

Upon enrollment, the FIT Team will:

- Meet with the family and complete all consents required by the provider agency.
- Ensure that a release of information is completed for the child welfare professional and any other formal and informal providers and supports involved with the family.
- Contact the child welfare professional to provide disposition of referral, schedule an MDT staffing, and arrange to be present at all teaming activities, such as case planning conferences, mediation, staffings, urgent/emergent staffings, or court hearings, etc.

Within the first 30 days after enrollment, the FIT Team will:

- Complete required FIT assessments.
- Complete a biopsychosocial based on all child welfare information, results of FIT assessments, and interviews with the parent/guardian and family.
- Based on the clinical assessments and identified diminished caregiver protective capacities, a treatment plan is developed with the family, the FIT Team, the child welfare professional, and other providers involved with the family.
- Begin substance use disorder treatment and include relapse prevention planning utilizing an evidence-based model.

- Coordinate specialized services; for example: joint home visits, in-home interventions, parenting programs, child services, peer services, incidental funding, etc.
- Evaluate the family's need for early child care and housing or to apply for eligibility for food, cash, and medical assistance or use of incidental funds.
- Complete all required FSN documentation including, at a minimum, monthly progress notes and updates at any critical juncture.

During ongoing treatment, the FIT Team will:

- Complete additional assessments, as appropriate or required.
- Participate in, or coordinate, frequent MDT staffings (at least monthly), requesting participation from child welfare professional(s), parent/guardian(s), and any other relevant parties such as caregiver(s), foster parent(s), mentor(s), teacher(s), primary health provider(s), and other provider(s).
- Review treatment plans, child welfare professionals' FFA-Ongoing, progress updates, and internal scaling of caregiver protective capacities. Any section scaled as a "C" or "D" is included as an area of focus in the treatment plan.
- Continue to evaluate the family's need for early child care and housing or to apply for eligibility for food, cash, and medical assistance or use of incidental funds.
- Participate in teaming activities, such as case planning conferences, mediation, MDT staffings, urgent/emergent staffings, or court hearings, etc.
- Complete all required FSN documentation including, at a minimum, monthly progress notes and updates at any critical juncture.

During Continued Care, the FIT Team will offer ongoing continued care services once clinical services are determined to be completed. This can be done through individual services and/or attendance at an aftercare group and is typically provided by the FIT Case Manager or Recovery Peer Specialist.

During Transition and Discharge, the FIT Team will:

- Complete updated assessments, such as the DLA-20: Alcohol-Drug and rating of the caregiver protective capacities.
- Provide progress updates to inform the child welfare case manager's ongoing assessments of caregiver protective capacities.
- Consult with the child welfare professional(s) to determine the appropriate time for child welfare case closure. This includes an agreement that the caregivers have enhanced their caregiver protective capacities to the point where there are no longer danger threats within the home and the children are safe.
 - Families may be transitioned if there is a goal change to Termination of Parental Rights (TPR), however the family does not have to be discharged at this time if actively engaged and expresses a desire for continued FIT services.
 - Families may be transitioned at any time if the family declines ongoing treatment with the FIT Team.
- Participate in, or coordinate, an MDT staffing 30 calendar days before discharge to discuss case transition with the FIT Team, requesting participation from child welfare professional(s), parent/guardian(s), and any other relevant parties such as caregiver(s), foster parent(s), mentor(s), teacher(s), primary health provider(s), and other provider(s), except in the case of unplanned discharge and the parents are unavailable.

- Coordinate linkage with community resources to ensure any ongoing care/aftercare 14 calendar days before discharge, except in the case of unplanned discharge.
- Assist with coordination of follow-up services.
 - Complete the discharge summary and provide it to the child welfare professional within seven days of discharge.
 - Complete all required FSFN documentation.

APPENDIX B – RESOURCES & TRAINING

Department of Children and Families Learning and Resource Network

My FL Learn Training Portal

<https://www.myflfamilies.com/my-fl-learn>

The My FL Learn training portal is available to all FIT Teams and Managing Entities. This portal offers a vast selection of free trainings from written content, prerecorded broadcasts or live training opportunities.

FIT Teams can access My FL Learn by creating an account as an external user. Topics in the My FL Learn training portal include:

- Florida Safe Families Network (FSFN) - Florida's Statewide Child Welfare Information System
- Child Protective Investigative Process
- Child Welfare System of Care
- Collaboration, Partnership, and Multidisciplinary Teams
- Child Welfare and Substance Use Disorders
- Co-Occurring Mental and Substance Use Disorders
- Child Development and Safety Planning
- Human Trafficking and Sexual Abuse
- Dependency Courtroom Training

FSFN Training (Three-Part Prerecorded FSFN Training)

FIT Teams can also access My FL Learn to complete a prerecorded FSFN training series.

Part 1:

FSFN & Policy: Navigating FSFN for CPIs and Case Management

1. Introduction to FSFN
2. Navigation & Commence Investigations Desktop
3. Case Notes

Part 2:

FSFN & Policy: Navigating FSFN for CPIs and Case Management

1. Investigative Assessments
2. File Cabinet
3. Closing Investigations

Part 3:

FSFN: System for CPIs and Case Management 2022 – Simulation

Office of the State Courts' Legal Resource Guide

Dependency Court Benchbook

<https://www.flcourts.gov/Resources-Services/Office-of-Family-Courts/Family-Court-in-Florida/Dependency/Dependency-Benchbook>

The Dependency Court Benchbook is a compilation of promising practices as well as a legal resource guide. This comprehensive tool provides information regarding legal and non-legal considerations in dependency cases.

FIT Teams and other stakeholders can access the Dependency Court Benchbook. Topics in the Dependency Court Benchbook include:

- Dependency Case Management Flowchart
- Family-Centered Practice in Dependency Court
- Trauma and Child Development
- Service and Treatment Considerations in Dependency Court
- Child Safety Considerations

National Center on Substance Abuse and Child Welfare (NCSACW)

Tutorials for Substance Use Disorder Treatment Professionals

<https://ncsacw.samhsa.gov/tutorials/tutorialDesc.aspx?id=26>

This course is divided into five modules. Each module builds on the previous one. After passing the knowledge assessment at the end of the course, you will be able to print a certificate of completion. This certificate can be submitted to NAADAC, the Association for Addiction Professionals, for 4.5 Continuing Education Units (CEUs).

- Module One: Primer on CW and Dependency Court Systems for Substance Use Disorder Treatment Professionals.
- Module Two: Engaging Child Welfare-Involved Families in Treatment
- Module Three: Effective Treatment for Child Welfare-Involved Families
- Module Four: Special Considerations for Children Whose Parents Have Substance Use Disorders
- Module Five: Collaborative Strategies to Effectively Serve Child Welfare Families Affected by Substance Use Disorders

The Florida Alcohol and Drug Abuse Association (FADAA)

Child Welfare & Family Court Opioid Use Disorder Trainings

<https://www.training.fadaa.org/>

These comprehensive modules focus on increasing understanding of the opioid crises in Florida, the effects on family systems, and how to engage recovery resources. The trainings were funded by the federal State Targeted Response to the Opioid Crisis (O-STR) grant from the Substance Abuse and Mental Health Services Administration (SAMHSA).

Training Topics include:

- Opioid Training Module
- Child Welfare System Case Studies Applying Motivational Interviewing
- Other Training Modules for Judicial System Representatives
- Other Training Modules for Child Welfare Representatives

FIT Integrating Behavioral Health and Child Welfare Practice Manual

The FIT Manual was developed by stakeholders involved in the Caregiver Protective Capacity (CPC) and the Clinical Practice Workgroups as a guide for providers with the purpose to transcend vision to practice. Through years of review and experience, the FIT Manual has evolved to serve as a guideline for best practices and assist in further implementation. Continued implementation of the FIT Team model must be strategic and build upon improvements to the systems of care in place. As integrated systems of care continue to be developed, it is important to recognize that it is an evolving process, encouraged by improvements in communication, coordination, collaboration, and integration. Achieving these gains will require that we look closely at the systems in place and be prepared to modify the infrastructure to reinforce these changes as we go. This will take very strategic work and significant effort to eventually achieve the integration of an effective practice and supporting infrastructure.

The FIT Manual provides an outline for this integrated approach to treatment, including an overview of Florida's Child Welfare Practice model, the core components of the FIT Team model, steps for implementing the FIT Team model, and a guide for integrated treatment planning. A copy of the FIT Manual is located on the Department's SAMH Program Information – Publications page: <https://www.myflfamilies.com/services/samh/publications>

Contingency Management (CM)

Contingency management (CM) is an evidence-based intervention that involves reinforcing abstinence and recovery-related behaviors. CM is widely considered the most effective treatment for stimulant use disorder; however, CM also has evidence as an effective treatment for alcohol, cannabis, and tobacco use disorders. CM has been successfully implemented nationwide by the U.S. Department of Veterans Affairs (VA).

Expanding access to high-quality CM services for the treatment of SUDs represents an important opportunity to accelerate efforts to address the overdose crisis, as well as the other substantial public health harms and costs related to untreated SUDs.

The U.S. Department of Health and Human Services Workgroup on Implementation Strategies for Contingency Management has prepared a Report to Congress which discusses opportunities and considerations for entities overseeing CM implementation. <https://aspe.hhs.gov/reports/contingency-management-treatment-suds>

Florida Division of Early Learning & Assistance with Early Child Care and Voluntary Prekindergarten (VPK)

The most important time in a child's development is the first five (5) years. Maltreatment to young children introduces trauma during critical periods of brain development, which can have long lasting effects. High-quality early child care and education programs are strategies to mitigate the risk of maltreatment and promote the well-being of young children. Assisting families with access to early child care and education services supports families by providing respite care for caregivers, while also supporting employment and higher education opportunities.¹

The Florida Division of Early Learning, in partnership with the state's 30 early learning coalitions, helps families access early child care and education options. The Child Care Resource and Referral program can help:

- Find quality early learning programs.
- Connect with local community resources.
- Engage in learning and development.

¹ <https://www.casey.org/economic-supports-research/>

School Readiness (SR) programs offer financial assistance to income-eligible families to access high-quality child care. The Voluntary Prekindergarten (VPK) program is a free educational program that prepares 4-year-olds for academic success.²

To apply for SR child care, enroll a child in VPK, or get information about other early education resources, refer a family to the local early learning coalition (ELC). The list of contact information for the local ELCs is <https://www.fldoe.org/schools/early-learning/directory>.