

THE MULTI-DISCIPLINARY TEAM (MDT): FINDING SOLUTIONS TOGETHER

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TRAINING OBJECTIVES

- Identify reasons to develop or enhance an existing Multi-disciplinary Team (MDT) in your community.
- Describe the value of multidisciplinary collaboration in investigations and interviewing.
- Define the purpose and function of the MDT.
- Appreciate the value of Case Review.

INTRODUCTION ACTIVITY

Name

Tribal Affiliation

Grant Operating Under

Discipline

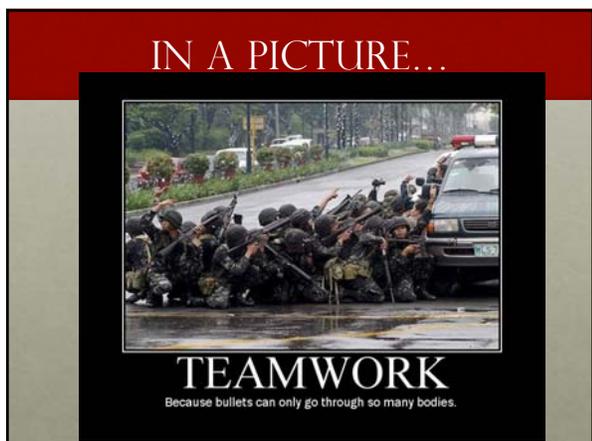
The #1 thing to know about working with my discipline

CHILDREN'S ADVOCACY CENTERS & RESOURCES

WHAT IS A TEAM

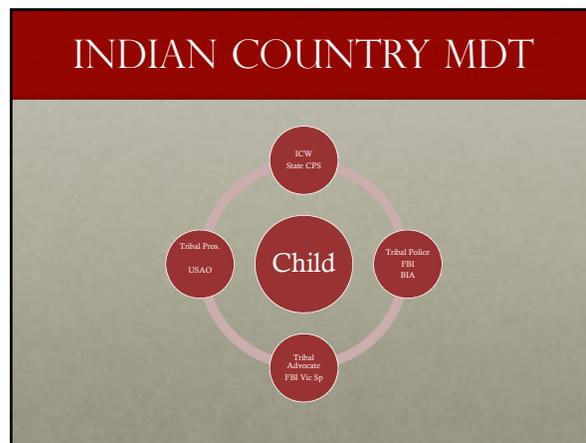
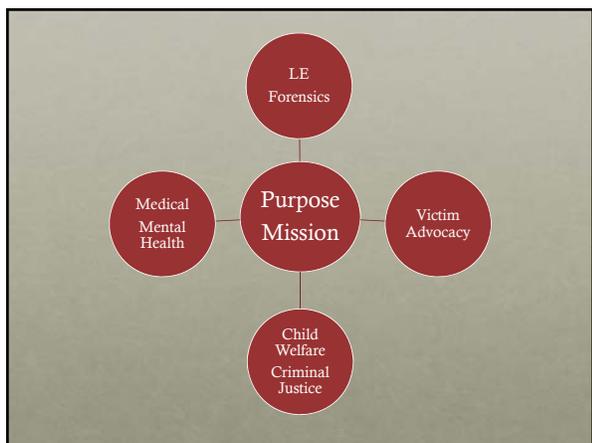
A group of people with:

- Different skills and different tasks,
- Working together on a common project, service, or goal
- With a meshing of functions and mutual support.



BEGINNINGS OF MDT MOVEMENT: 1980'S -1990'S

- Professionals realized a different approach was needed
- Specialized investigative and prosecution units formed
- Joint investigations began between CPS and LE
- Focus on not duplicating child interviews
- The Children's Advocacy Center movement was born – 1985 – Huntsville, AL



MDT BENEFITS

- Increases likelihood maltreated children receive medical care
- Increase victim's access to mental health treatment
- Increased parent/caregiver satisfaction with the investigation and prosecution of their child's case.
- Increased rates of prosecution
- Reduction in length of time to disposition in child abuse cases
- Cost effective and efficient

• Snapshot 2017 – Advocacy, Efficacy and Funding in CACS – NCA – Walton Family Foundation – December 2016

NCA ACCREDITATION STANDARD - MDT

- “ A functioning and effective multidisciplinary team (MDT) is the foundation of a Children's Advocacy Center(CAC). An MDT is a group of professionals from specific, distinct disciplines that collaborates for the point of the report and throughout the child and family's involvement with the CAC. MDT's coordinate intervention so as to reduce potential trauma to children and families and improve services overall, while preserving and respecting the rights, mandates and obligations of each agency.”

WHO IS ON AN MDT?

- Law Enforcement
- Child Welfare
- Prosecution
- Victim Advocates
- Mental Health
- Forensic Interviewers
- Medical Providers
- Administrative and Program Staff

KEEPING THE VICTIM AT THE CENTER



THE MDT: COMMON CHALLENGES

- Different agencies with various mandates
- Different professional cultures
- Politics – within and between agencies
- Different policies and procedures may be confusing
- Different timelines can lead to friction and misunderstanding between team members
- Rotation of team members in and out of MDT
- Inconsistent orientation and training to new team members

THE MDT & DISCIPLINE CULTURE

- The MDT requires that you adapt your discipline culture and perspective to integrate with those of your other team members
- The MDT may require that you “let go” based on what your role and responsibilities are.
- The MDT has to experience this truth: **WE CAN DO TOGETHER WHAT WE CANNOT DO ALONE.** Then pass it on!

EFFECTIVE TEAMS

- Defined Roles
- Investment in agreed upon Protocol
- Open and Clear Communication –
 - Authentic
 - Be Fully Present
 - Assume Positive Intent
 - Take Responsibility – everyone has a part in conflict – whether we create, promote, participate or allow it
 - No Labeling
 - Winning isn't everything



NCA STANDARD – CASE REVIEW

- “Case review is the formal process that enables the MDT to monitor and assess its independent and collective effectiveness so as to ensure the safety and well-being of children and families.”
 - Experience and expertise is shared
 - Collaborative efforts are fostered
 - Formal and informal communications are fostered
 - Mutual support
 - Protocols and policies reviewed
 - Informal collective decision making

CASE REVIEW: STRUCTURE

- Regular MDT review of cases
- Every MDT decides what works best for them
- Monthly or weekly
- Cases may be highly complex, challenging or even frustrating. Examples of complex cases:
 - Physical or sexual abuse to an infant or toddler
 - Multi-victim
 - Technology facilitated
 - Clear evidence of abuse but a recanting or non-disclosing victim

CASE REVIEW: STRUCTURE

- Updates on cases
 - Corroborating evidence
- Suspect confessions
- Trial outcomes – pleas, convictions, not guilty verdicts. We can learn something from each outcome
- Are the kids safe, in therapy, protected. How is the non offending caregiver doing?

CASE REVIEW: TOOL FOR SELF-EVALUATION

- Was there a breakdown in the MDT process?
- Is the team having trouble communicating effectively with the child's family?
- Is there lack of follow through?
- What more can we do or should we do to move this case forward?
- What resources haven't we pulled in?
- Would we do something differently if we had to do it over?

CASE REVIEW: IMPACTS ON PROFESSIONALS

- Able to share reactions and emotions with others who can relate and understand
- Celebrate successes
- Recognize the impacts of trauma exposure and traumatic stress on the MDT
- Professional support, sense of team responsibility, and connection is KEY to longevity and staying healthy

WHAT ABOUT THE MDT? SECONDARY TRAUMATIC STRESS

- Secondary Traumatic Stress - Refers to the emotional effects incurred when MDT professionals work with child victims and their families.
- MDT members may experience “alterations in their thinking about the world, their feelings, their relationships and their lives “ as a result of STS
- Moving from compassion satisfaction to compassion fatigue

Child Welfare Trauma Training Toolkit – January 2013

The National Child Traumatic Stress Network – www.NCTSN.org

COMPASSION FATIGUE

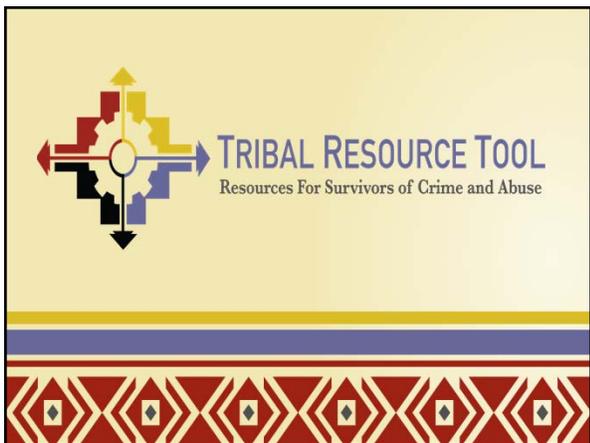
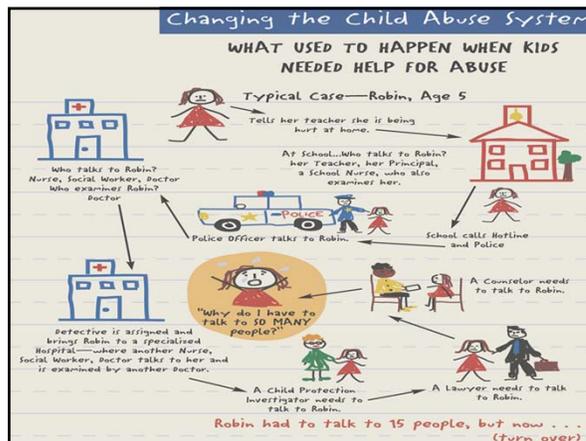
- “The profound emotional and physical exhaustion that helping professionals and caregivers can develop over the course of their careers as helpers. It is the gradual erosion of all the things that keep us connected to others in our caregiver role: our empathy, our hope and of course our compassion – not only for others but also for ourselves.” p. 8

Francoise Mathieu (2012)

The Compassion Fatigue Workbook

WHAT CAN WE DO?

- Recognize how you may be affected. Any warning signs?
- Request and expect regular and reflective supervision
- Stay connected – seek out supports and sources of enjoyment and inspiration
- Examine how personal experiences and trauma may be activated by your work
- Stress management
- Work – life balance



PURPOSE

This web-based resource map and searchable database will:

- 1. Connect AI/AN survivors of crime and abuse to resources.
- 2. Identify and address gaps in services.

COLLABORATION

- This tool is an innovative collaboration between the National Congress of American Indians, the Tribal Law and Policy Institute, and the National Center for Victims of Crime with the input and guidance of tribal stakeholders across the country.

GET INCLUDED IN THE TRIBAL RESOURCE TOOL

- If your organization provides services to help AI/AN survivors recover from crime and abuse, please submit your information to be listed in the Tool by visiting www.tribalresourcetool.org.
- Encourage your colleagues across the field to submit their information.
- Include information about the Tool at your events or in your newsletters.
- Promote the project's website and provider inclusion form on social media.
- Contact Project Coordinator, Samantha Wauls, at swauls@ncvc.org for more information.

REFLECTION

What is one thing from this presentation you will take back with you to your community?

THANK YOU!

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