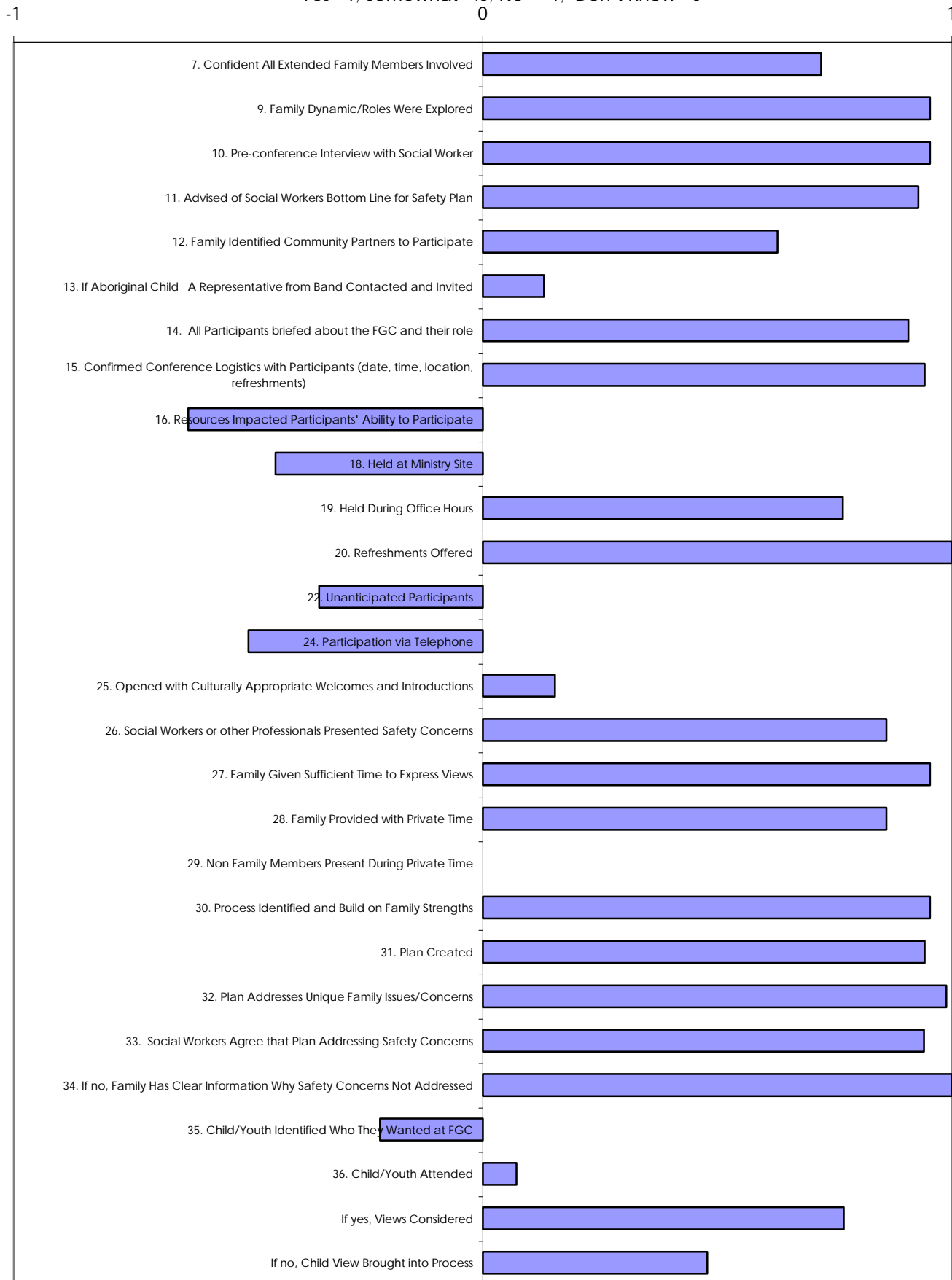


Appendix II – Graphs of Key Findings: Average Score

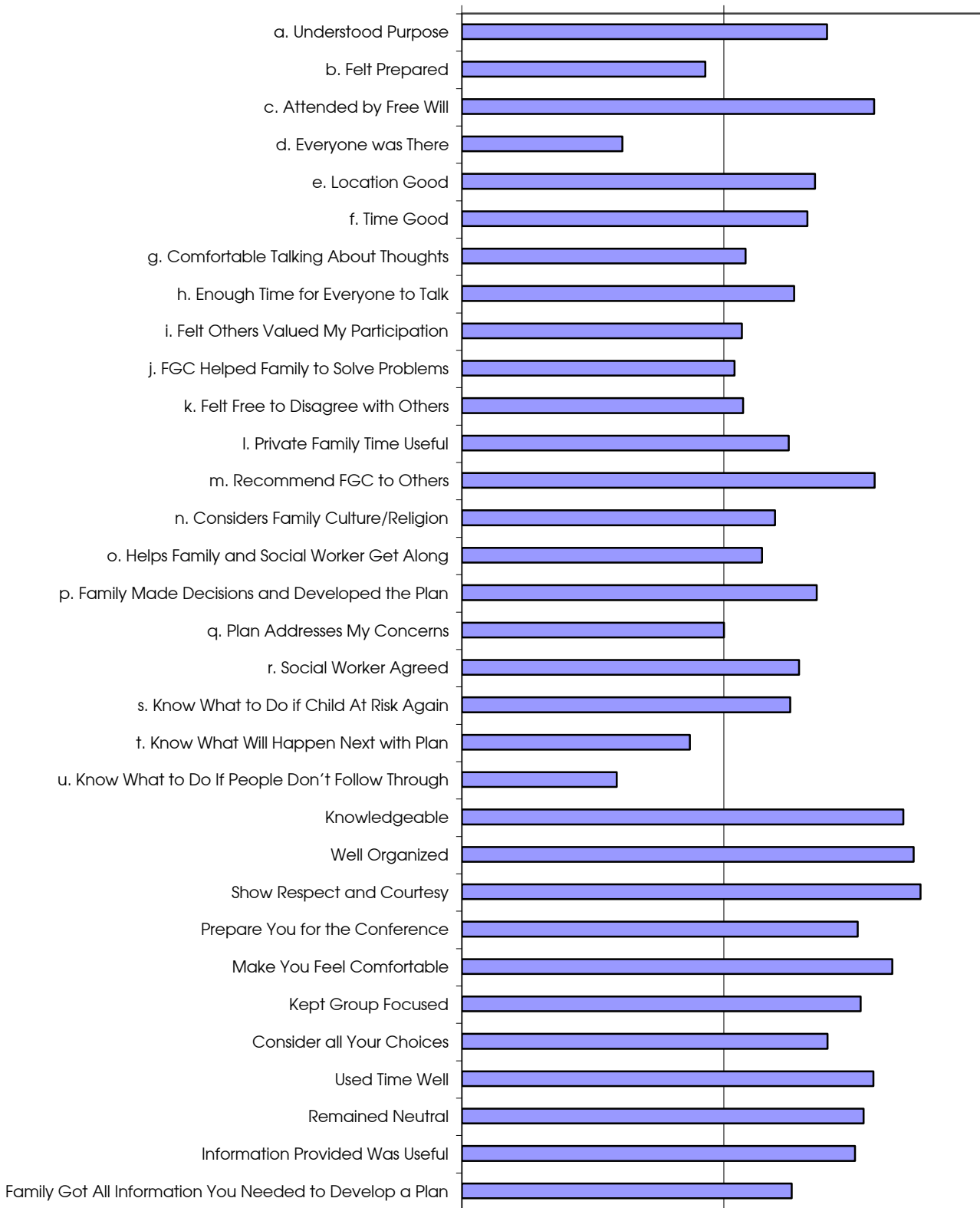


Coordinator Survey - Average Score for Responses Given:
 Total Number of Scores Divided by Number of Respondents
 Yes =1; Somewhat = .5; No = -1; Don't Know =0



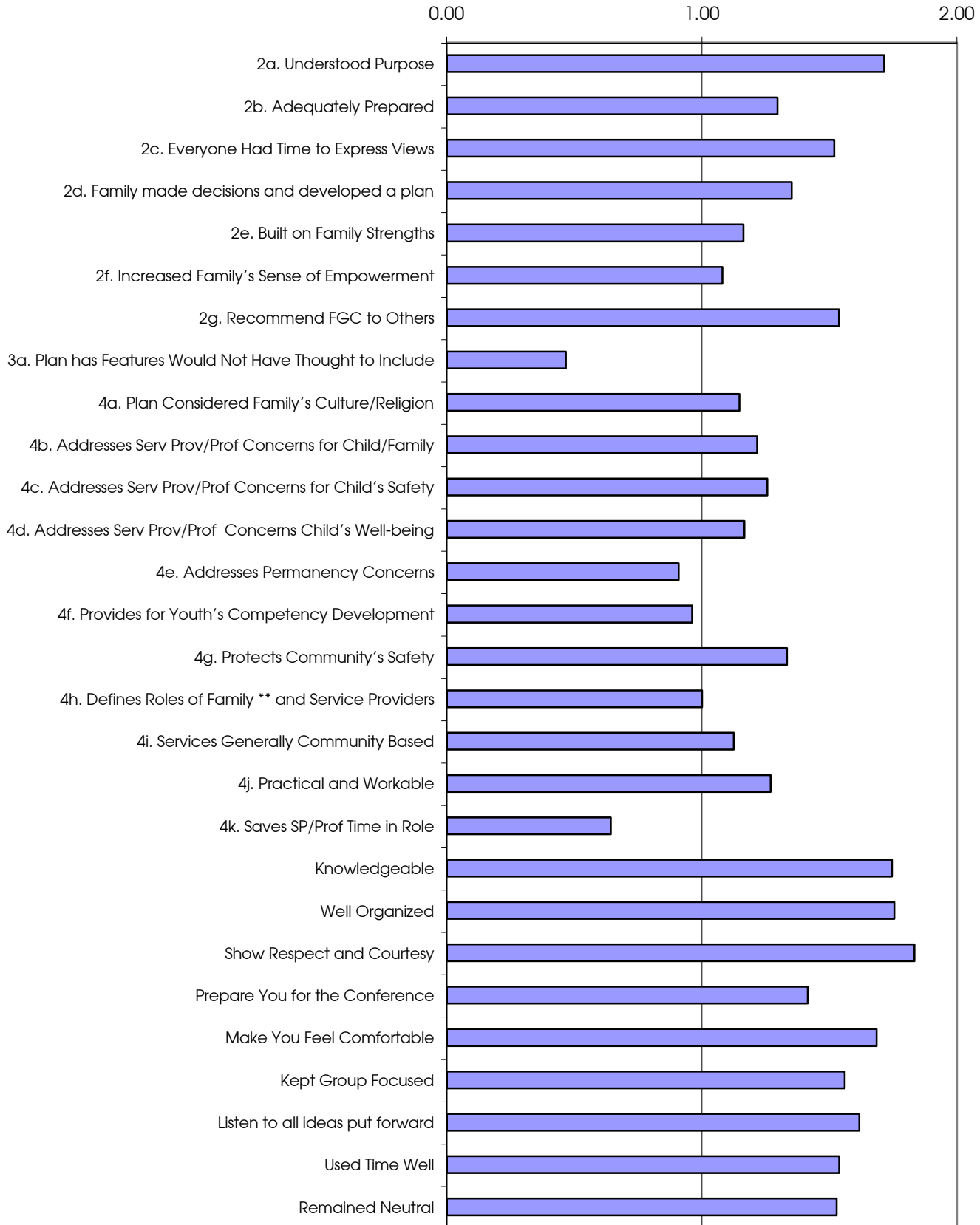
Family Survey - Average Score for Responses Given:
 Total Number of Scores Divided by Number of Respondents
 Strongly Agree - 2, Agree - 1, Disagree - "-1", Strongly Disagree "-2"; Don't Know - 0

0.00 1.00 2.00

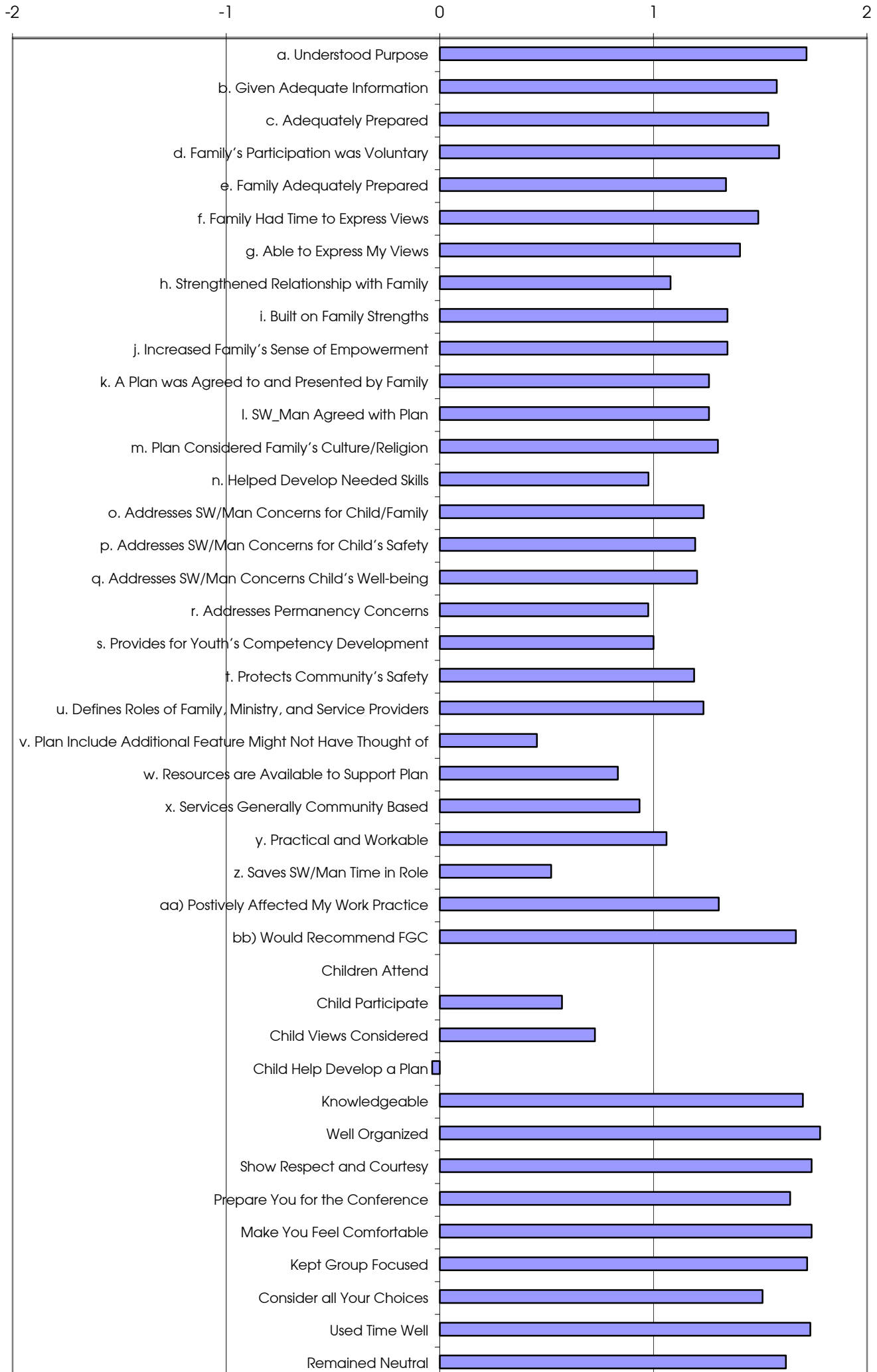


Serv Prov Average

Service Provider Survey - Average Score for Responses Given:
 Total Number of Scores Divided by Number of Respondents
 Strongly Agree - 2, Agree - 1, Disagree - "-1", Strongly Disagree "-2"; Don't Know - 0



Social Worker/Manager - Average Score for Responses Given: Total Number of Scores Divided by Number of Respondents
 Strongly Agree - 2, Agree - 1, Disagree - "-1", Strongly Disagree "-2"; Don't Know - 0



Appendix III – Graphs of Key Findings: Mode



Coordinator Survey - Mode Score for Responses Given:

Most Popular Score

Yes - 1; Somewhat - .5; No = -1; Don't Know =0

-1

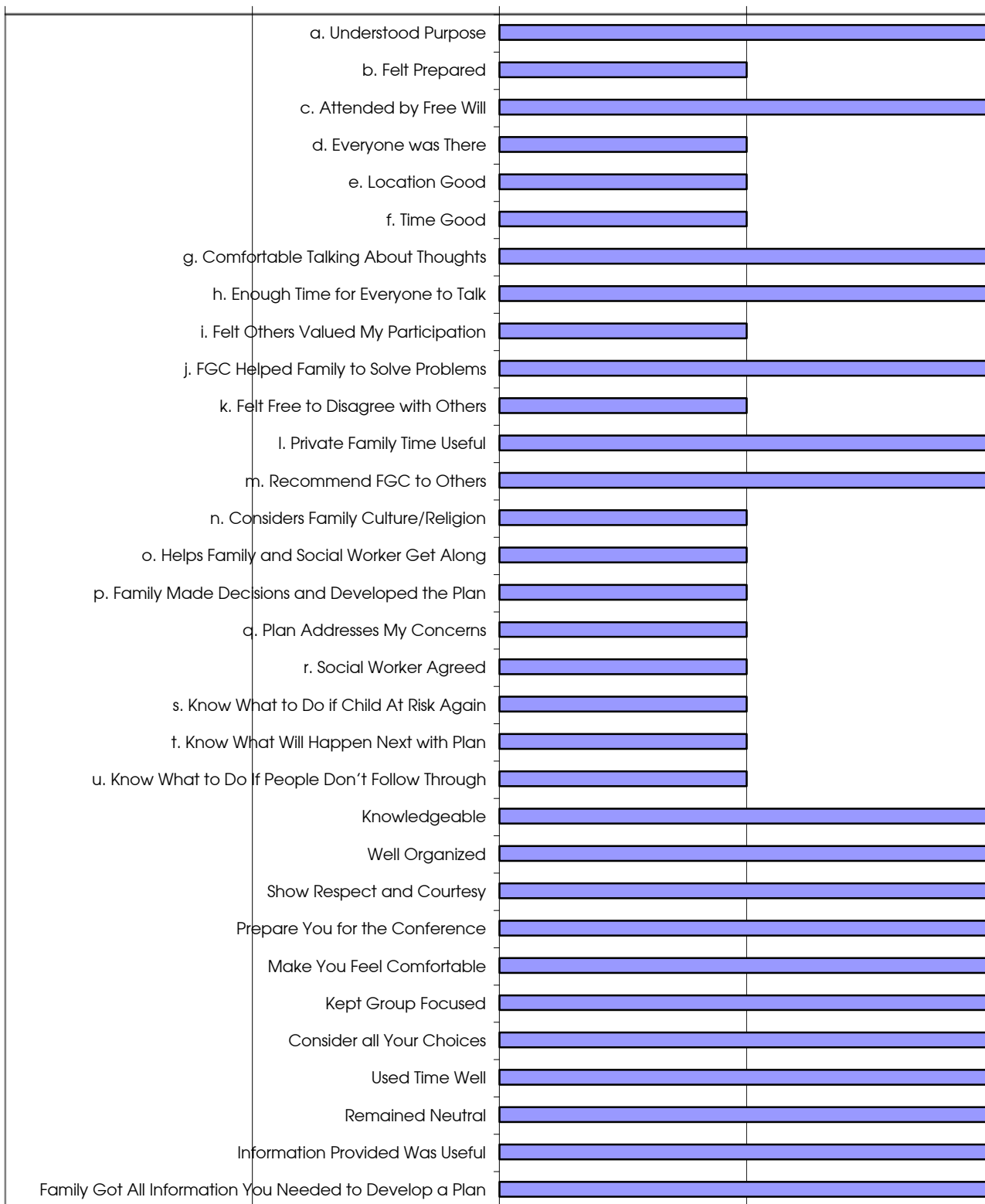
7. Confident All Extended Family Members Involved	
9. Family Dynamic/Roles Were Explored	
10. Pre-conference Interview with Social Worker	
11. Advised of Social Workers Bottom Line for Safety Plan	
12. Family Identified Community Partners to Participate	
13. If Aboriginal Child A Representative from Band Contacted and Invited	
14. All Participants briefed about the FGC and their role	
15. Confirmed Conference Logistics with Participants (date, time, location, refreshments)	
16. Resources Impacted Participants' Ability to Participate	
18. Held at Ministry Site	
19. Held During Office Hours	
20. Refreshments Offered	
22. Unanticipated Participants	
24. Participation via Telephone	
25. Opened with Culturally Appropriate Welcomes and Introductions	
26. Social Workers or other Professionals Presented Safety Concerns	
27. Family Given Sufficient Time to Express Views	
28. Family Provided with Private Time	
29. Non Family Members Present During Private Time	
30. Process Identified and Build on Family Strengths	
31. Plan Created	
32. Plan Addresses Unique Family Issues/Concerns	
33. Social Workers Agree that Plan Addressing Safety Concerns	
34. If no, Family Has Clear Information Why Safety Concerns Not Addressed	
35. Child/Youth Identified Who They Wanted at FGC	
36. Child/Youth Attended	
If yes, Views Considered	
If no, Child View Brought into Process	

Family Survey - Mode Score for Responses Given

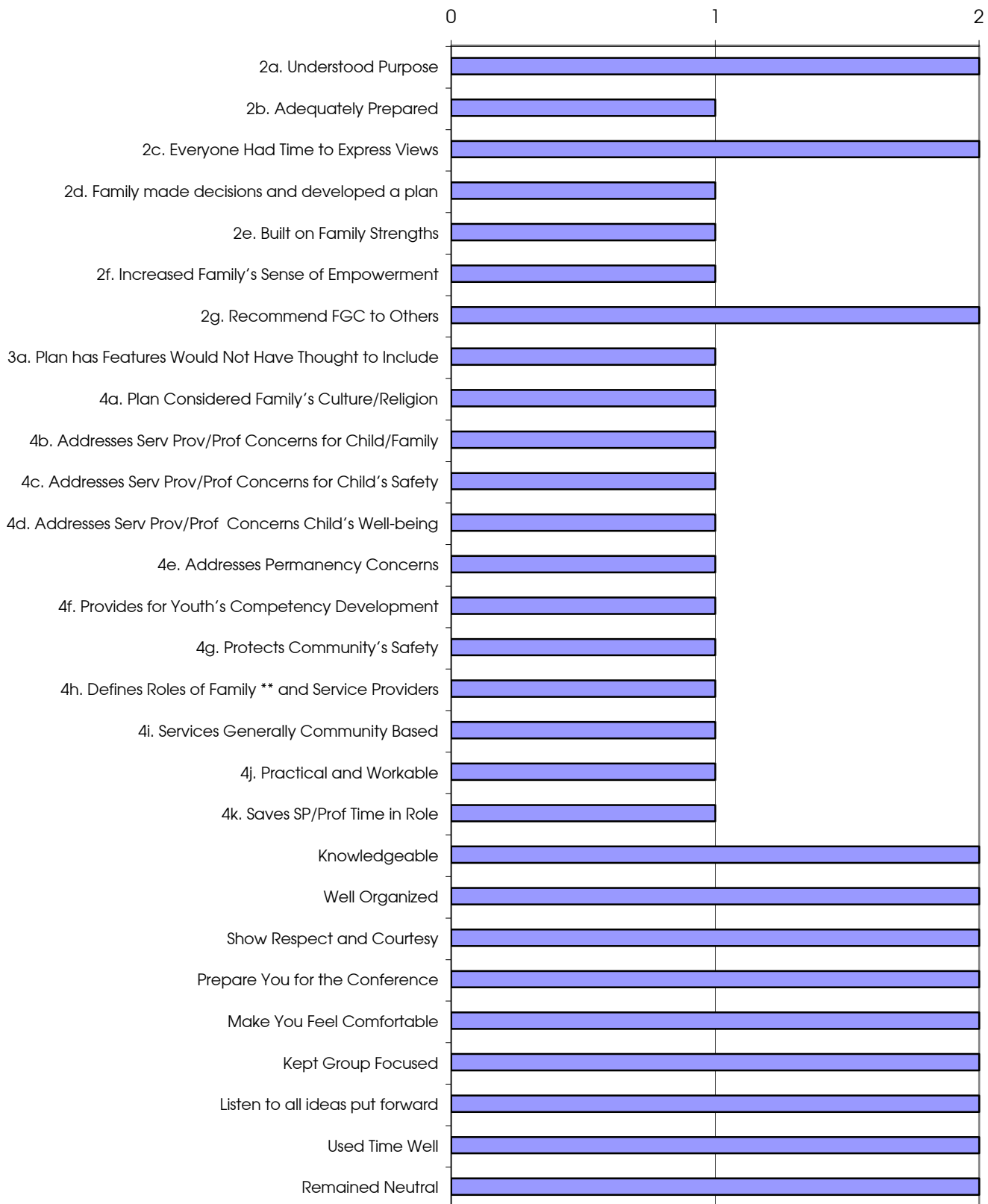
Most Popular Score

Strongly Agree - 2, Agree - 1, Disagree - "-1", Strongly Disagree "-2"; Don't Know - 0

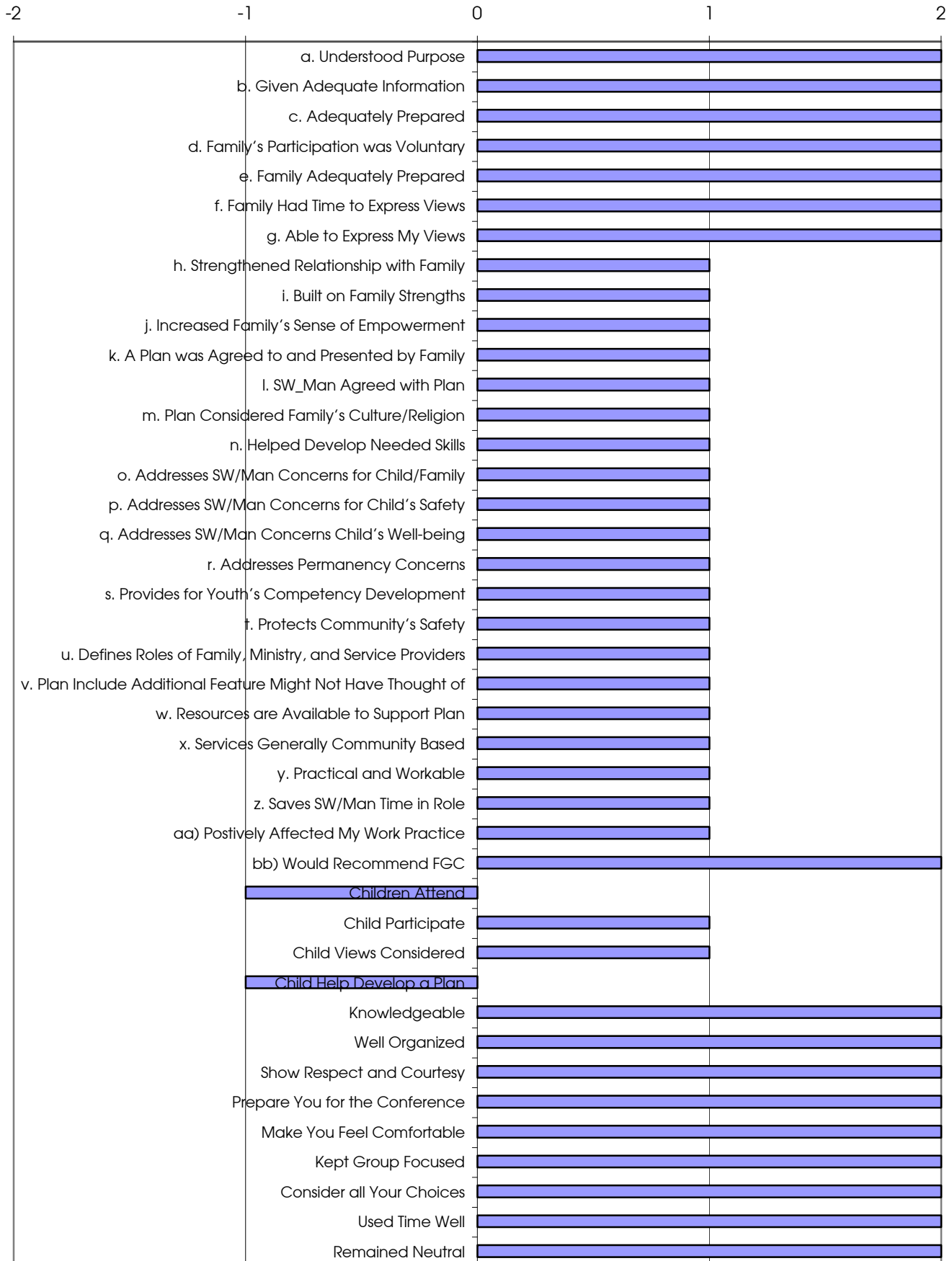
-2 -1 0 1 2



Service Providers/Professionals Survey - Mode Score for Responses Given:
 Most Popular Response
 Strongly Agree - 2, Agree - 1, Disagree - "-1", Strongly Disagree "-2"; Don't Know - 0



Socia Worker/Manager Survey - Mode Score (Most Popular Score)
 Strongly Agree - 2, Agree - 1, Disagree - "-1", Strongly Disagree "-2"; Don't Know - 0



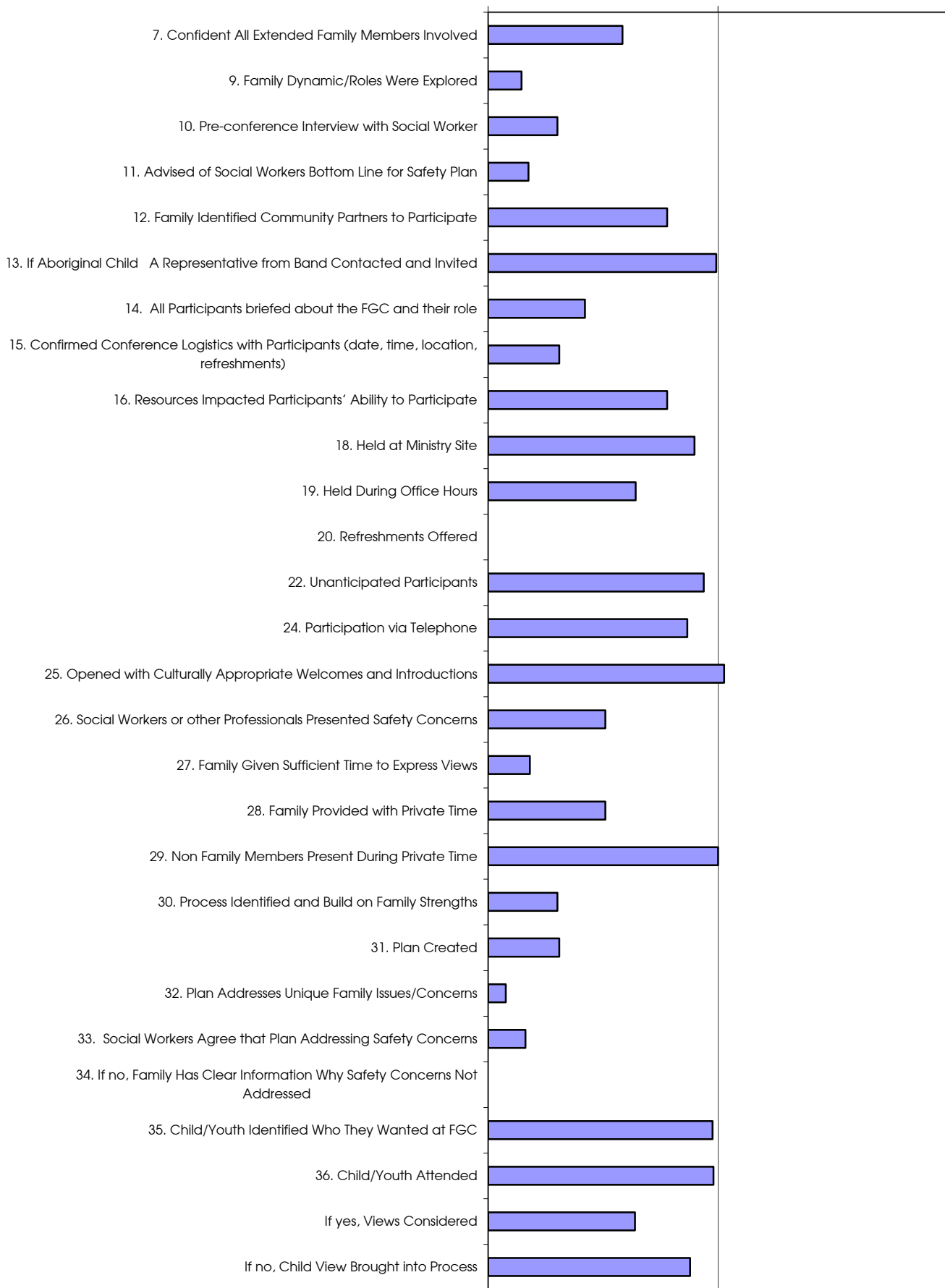
Appendix IV – Graphs of Key Findings: Standard Deviation



Survey Evaluation Coordinator Final.XLSCoordinat Stand Dev (Variance)

Coordinator Survey - Standard Deviation:
 Provides an Indication of Elements with Highest Degree of Agreement (Lower scores)
 Yes = 0; Somewhat = .5; No = 1; Don't Know = 2

0 1 2



Family Survey - Standard Deviation Score (Variance):

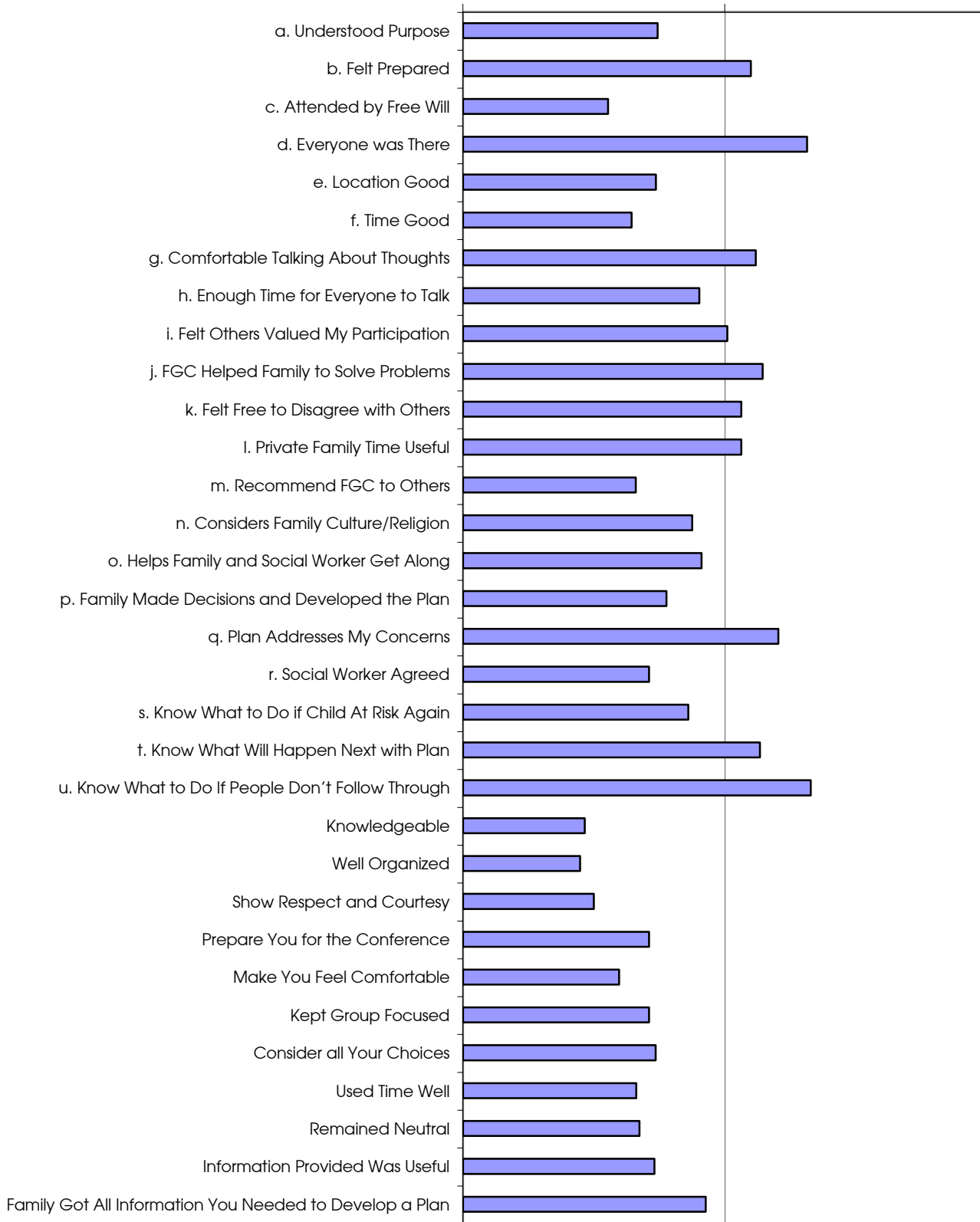
Provides an Indication of Elements with Highest Degree of Agreement (Lower scores)

Strongly Agree - 2, Agree - 1, Disagree - "-1", Strongly Disagree "-2"; Don't Know - 0

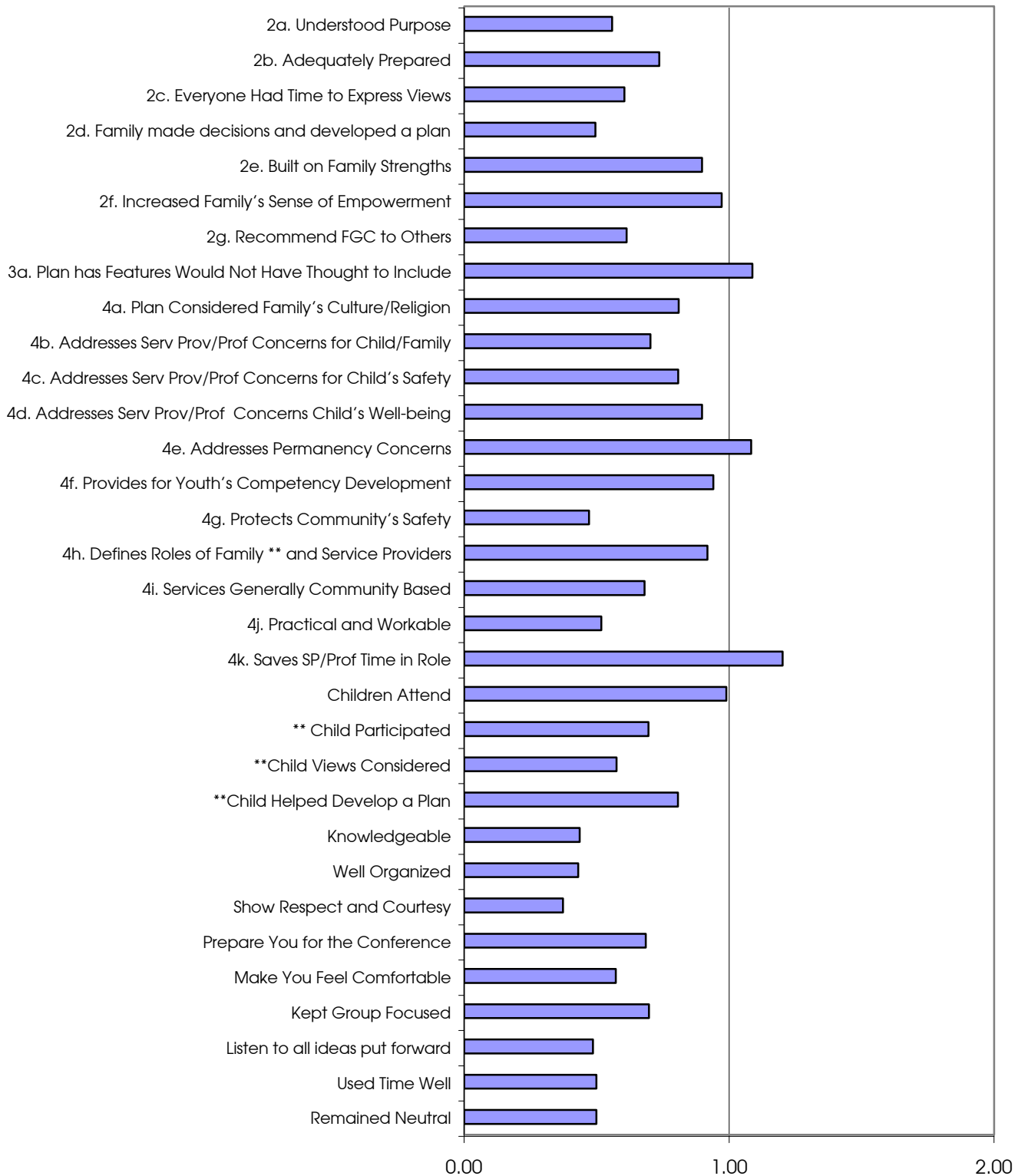
0.00

1.00

2.00



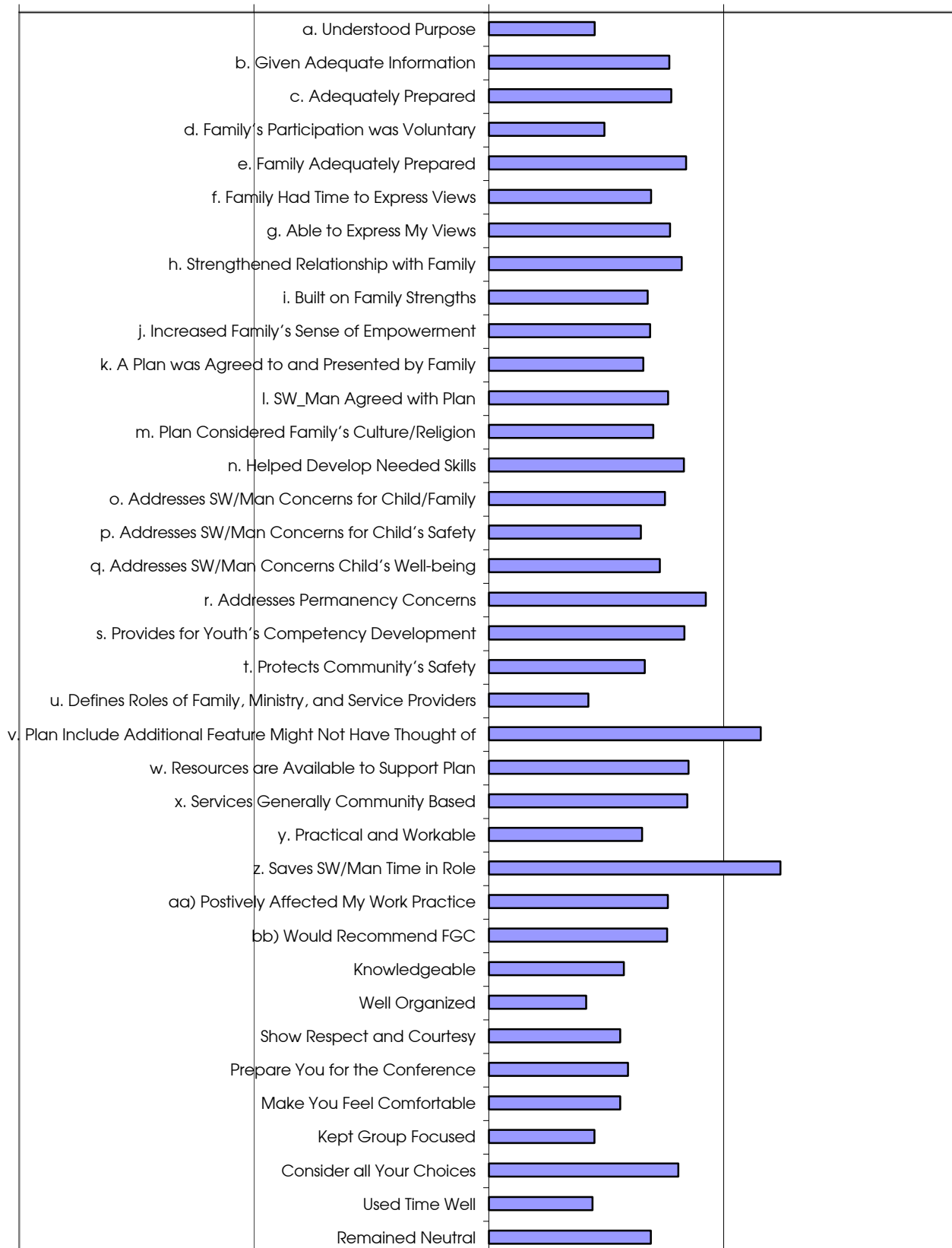
Service Providers/Professionals Survey : (Standard Deviation
 Score (Variance): Provides an Indication of Elements with Highest Agreement (Lower Scores)
 Strongly Agree - 2, Agree - 1, Disagree - "-1", Strongly Disagree "-2"; Don't Know - 0



Social Worker/Manager - Standard Deviation Score (Variance: Provides an Indication of Elements with the Highest Degree of Agreement (Lower Scores)

Strongly Agree - 2, Agree - 1, Disagree - "-1", Strongly Disagree "-2"; Don't Know - 0

-2.00 -1.00 0.00 1.00 2.00



Appendix V – Summary Data with Regional Breakdowns



Region	Record	1. Role		2. If Contractor as a Coordinator		3. No of Years as a Coordinator		4. Who Referred		5. Context		6. Preparation Time for Coordinator and Participants (Hours)		6a. Preparation Time in Client Interviews/ Infor Sharing (Hours)		6b. Preparation Time in travel (Hours)		7. Confident All Extended Family Members Involved		9. Family Dynamic/Roles Were Explored		10. Pre-conference Interview with Social Worker		11. Advised of Social Workers Bottom Line for Safety Plan		12. Family Identified Community Partners to Participate		13. If Aboriginal Child A Representative from Band Contacted and Invited		14. All Participants briefed about the FGC and their role		
		Employee - 2; Contractor - 1	Aboriginal Agency - 2; A Non-Aboriginal Agency - 1	Insert actual number	Social Worker - 2; Other - 1	Rate (Prevention - 5; Intervention - 4; Permancy Planning - 3; Transition Planning - 2; Other - 1)	Insert Actual Number	Insert Actual Number	Insert Actual Number	Rate (Yes -1; Somewhat - .5; No = 1; Don't Know =0)	Rate (Yes -1; Somewhat - .5; No = 1; Don't Know =0)	Rate (Yes -1; No = 1)	Rate (Yes -1; Somewhat - .5; No = 1)	Rate (Yes = 1; No = 1)	Rate (Yes = 1; No = 1)	Rate (Yes = 1; No = 1)	Rate (Yes = 1; No = 1)															
Total	43	43	10	43	43	42	1238.25	800	167.42	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43		
Average				2.01	1.86		28.80	18.60	3.99	0.72	0.95	0.95	0.93	0.63	0.13	0.91																
Mode		2	1	2	2	3	25	20	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
Standard Dev		0.49	0.46	0.91	0.35	0.88	16.29	10.36	3.34	0.58	0.15	0.30	0.17	0.78	0.99	0.42																
# Strongly/Agree OR Yes					37					39	43	42	42	35	13	41																
# of blanks		0	31	0	0	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	20	0	0	0	0		
# of responses		43	10	43	43	42	1238	800	167	43	43	43	42	43	23	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43		
% of Strong/Agree OR Yes VS Total Responses					86.05%					90.70%	100.00%	97.67%	100.00%	81.40%	56.52%	95.35%																
Vancouver Island																																
Average		1.25	1.17	1.71	1.88	3.13	37.66	24.50	7.13	1.00	1.00	1.00	0.88	1.00	0.33	1.00																
Mode		1	1	2.5	2	3	#N/A	35	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Standard Dev		0.43	0.37	1.02	0.33	0.60	17.59	10.21	4.48	0.00	0.00	0.00	0.22	0.00	0.94	0.00																
Interior																																
Average		1.69	1.33	2.12	1.92	3.46	38.92	22.15	2.56	0.77	1.00	0.85	0.92	0.38	-0.71	1.00																
Mode		2	1	3.5	2	3	35	20	1	1	1	1	1	1	-1	1																
Standard Dev		0.46	0.47	1.19	0.27	1.01	16.68	12.65	1.67	0.54	0.00	0.53	0.19	0.92	0.70	0.00																
Vancouver Coastal																																
Average		1.54	2.00	2.25	1.77	3.42	17.46	12.08	2.88	0.77	1.00	1.00	0.96	0.54	1.00	0.85																
Mode		2	#N/A	2	2	4	16	12	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Standard Dev		0.50	0.00	0.54	0.42	0.86	6.71	5.46	0.88	0.54	0.00	0.13	0.84	0.00	0.53	0.00																
North																																
Average		1.60	#DIV/0!	1.40	1.80	3.60	25.80	19.00	6.65	0.30	0.90	1.00	0.90	0.60	1.00	0.60																
Mode		2	#N/A	1	2	3	#N/A	#N/A	#N/A	0.5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Standard Dev		0.49	#DIV/0!	0.49	0.40	0.80	11.11	7.16	4.38	0.68	0.20	0.00	0.20	0.80	0.00	0.80																
Fraser Region																																
Average		2.00	#DIV/0!	2.25	2.00	4.25	18.75	16.00	2.25	0.38	0.63	1.00	1.00	1.00	-0.50	1.00																
Mode		2	#N/A	2.25	2	4	#N/A	#N/A	3	1	0.5	1	1	1	-1	1																
Standard Dev		0.00	#DIV/0!	0.00	0.00	0.43	2.59	2.92	0.83	0.82	0.22	0.00	0.00	0.00	0.87	0.00																

	15. Confirmed Conference Logistics with Participants (date, time, location, refreshments)	16. Resources Impacted Participants' Ability to Participate	18. Held at Ministry Site	19. Held During Office Hours	20. Refreshments Offered	21. Number of People Attending	22. Unanticipated Participants	24. Participation via Telephone	Number of Telephone Participants	25. Opened with Culturally Appropriate Welcomes and Introductions	26. Social Workers or other Professionals Presented Safety Concerns	27. Family Given Sufficient Time to Express Views	28. Family Provided with Private Time	29. Non Family Members Present During Private Time	30. Process Identified and Build on Family Strengths
Record	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; Unsure 0; No = -1)	Rate (Yes = 1; Unsure 0; No = -1)	Rate (Yes = 1; Unsure 0; No = -1)	Rate (Yes = 1; No = -1)
43	43	43	43	43	43	41	43	40	11	39	43	43	43	42	43
Total															
Average	0.94	-0.63	-0.44	0.77	1.00	10.63	-0.35	-0.50	1.36	0.15	0.86	0.95	0.86	0.00	0.95
Mode	1	-1	-1	1	1	9	-1	-1	1	1	1	-1	-1	-1	1
Standard	0.31	0.78	0.90	0.64	0.00	3.80	0.94	0.87	1.43	1.03	0.51	0.18	0.51	1.00	0.30
# Strongly/	42	8	12	38	43	41	14	10		23	40	42	40	21	42
# of blanks	0	0	0	0	0	2	0	3		4	0	0	0	1	0
# of respons	43	43	43	43	43	41	43	40	11	39	43	43	43	42	43
% of Strong	97.67%	18.60%	27.91%	88.37%	100.00%	100.00%	32.56%	25.00%		58.97%	93.02%	97.67%	93.02%	50.00%	97.67%
Vancouver Isc															
Average	1.00	-0.50	-1.00	0.75	1.00	12.00	-0.75	-0.75	1.00	0.00	0.75	1.00	1.00	-0.50	1.00
Mode	1	-1	-1	1	1	10	-1	-1	#N/A	1	1	1	1	-1	1
Standard	0.00	0.87	0.00	0.66	0.00	3.77	0.66	0.66	0.00	1.20	0.66	0.00	0.00	0.87	0.00
Interior															
Average	0.81	-0.54	-0.85	0.85	1.00	11.00	-0.54	-1.00	#DIV/0!	-0.09	1.00	0.92	1.00	-0.08	0.85
Mode	1	-1	-1	1	1	9	-1	-1	#N/A	-1	1	1	1	-1	1
Standard	0.54	0.84	0.53	0.53	0.00	4.35	0.84	0.00	#DIV/0!	1.00	0.00	0.18	0.00	1.00	0.53
Vancouver Cc															
Average	1.00	-0.85	0.23	0.85	1.00	8.64	-0.54	-0.27	1.50	0.00	0.69	1.00	0.85	0.23	1.00
Mode	1	-1	1	1	1	9	-1	-1	-1	1	1	1	1	1	1
Standard	0.00	0.53	0.97	0.53	0.00	1.87	0.84	0.96	1.89	1.00	0.72	0.00	0.53	0.97	0.00
North															
Average	1.00	-0.20	-0.60	0.60	1.00	10.80	0.60	-0.20	2.00	0.60	1.00	0.80	0.20	0.50	1.00
Mode	1	-1	-1	1	1	#N/A	1	-1	#N/A	1	1	1	1	1	1
Standard	0.00	0.98	0.80	0.80	0.00	4.71	0.80	0.98	0.00	0.80	0.00	0.40	0.98	0.87	0.00
Fraser Region															
Average	1.00	-1.00	0.00	0.50	1.00	12.00	0.50	0.50	1.00	1.00	1.00	1.00	1.00	0.00	1.00
Mode	1	-1	1	1	1	#N/A	1	1	1	1	1	1	1	-1	1
Standard	0.00	0.00	1.00	0.87	0.00	1.87	0.87	0.87	0.00	0.00	0.00	0.00	0.00	1.00	0.00

	31. Plan Created	32. Plan Addresses Unique Family Issues/Concerns	33. Social Workers Agree that Plan Addressing Safety Concerns	34. If no, Family Has Clear Information Why Safety Concerns Not Addressed	35. Child/Youth Identified Who They Wanted at FGC	36. Child/Youth Attended	If yes, Age of Participants	If yes, Special Preparations/ Considerations	If yes, Nature of Participation	If yes, Advocacy Support	If yes, Views Considered	Helped Developed Plan	If no, Child View Brought into Process
Record	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; Partial = .5; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Insert Actual Numbers	Rate (Yes = 1; No = -1)	Rate Attended Full Conference = 1; Part = .5	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)	Rate (Yes = 1; No = -1)
43	43	42	42	4	41	42	23	18	22	26	26	23	23
Average	0.94	0.99	0.94	1.00	-0.22	0.07	9.22	1.00	0.64	0.00	0.77	0.04	0.48
Mode	1	1	1	1	-1	1	7	1	0.5	-1	1	1	1
Standard	0.31	0.08	0.16	0.00	0.98	0.98	5.06	0.00	0.43	1.00	0.64	1.00	0.88
# Strongly/	42	42	42	4	16	23	14	18	21	13	23	12	17
# of blanks	0	1	1	38	2	1	18	23	19	15	15	18	20
# of respons	43	42	42	4	41	42	23	18	22	26	26	23	23
% of Strong	97.67%	100.00%	100.00%	100.00%	39.02%	54.76%	60.87%	100.00%	95.45%	50.00%	88.46%	52.17%	73.91%
Vancouver Isc													
Average	1.00	1.00	1.00	#DIV/0!	-0.25	0.50	9.33	1.00	0.50	-0.14	0.71	0.14	1.00
Mode	1	1	1	#N/A	-1	1	#N/A	1	0.5	-1	1	1	1
Standard	0.00	0.00	0.00	#DIV/0!	0.97	0.87	4.78	0.00	0.00	0.99	0.70	0.99	0.00
Interior													
Average	0.85	1.00	0.96	1.00	-0.08	0.35	7.01	1.00	0.50	-0.33	0.56	0.00	0.56
Mode	1	1	1	#N/A	-1	1	7	1	0.5	-1	1	1	1
Standard	0.53	0.00	0.14	0.00	1.00	0.91	4.76	0.00	0.61	0.94	0.83	1.00	0.83
Vancouver Cc													
Average	0.96	1.00	0.92	1.00	-0.33	-0.04	12.33	1.00	0.83	0.00	1.00	0.33	1.00
Mode	1	1	1	1	-1	-1	#N/A	1	1	1	1	1	1
Standard	0.13	0.00	0.18	0.00	0.94	0.97	3.40	0.00	0.24	1.00	0.00	0.94	0.00
North													
Average	1.00	0.90	0.80	1.00	0.00	-0.60	15.00	1.00	1.00	1.00	1.00	-1.00	0.33
Mode	1	1	1	#N/A	-1	-1	#N/A	#N/A	#N/A	1	1	-1	1
Standard	0.00	0.20	0.24	0.00	1.00	0.80	0.00	0.00	0.00	0.00	0.00	0.00	0.94
Fraser Region													
Average	1.00	1.00	1.00	#DIV/0!	-0.50	-0.50	#DIV/0!	1.00	1.00	1.00	1.00	#DIV/0!	-1.00
Mode	1	1	1	#N/A	-1	-1	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	-1
Standard	0.00	0.00	0.00	#DIV/0!	0.87	0.87	#DIV/0!	0.00	0.00	0.00	0.00	#DIV/0!	0.00

Region	Record Identifier	Relationship to Child	Ethno-culture	Age (Child)	a. Understood Purpose	b. Felt Prepared	c. Attended by Free Will	d. Everyone was There	e. Location Good	f. Time Good	g. Comfortable Talking About Thoughts	h. Enough Time for Everyone to Talk	i. Felt Others Valued My Participation	j. FGC Helped Family to Solve Problems
		1 - parent 2 - sibling 3 - grandparent; 4 - aunt/uncle; 5 - foster parent; 6 - friend; 7 youth; 8 - other; 0 didn't answer	1 - First Nations; 2 - Caucasian; 3 - Malato ; 4 - Irish Canadian ; 5 - Metis; 6 - Jewish; 7 - Christian; 8 - Other; 0 didn't answer	Actual Age (years)	Rate (Strongly Agree 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)
Total	100	100	88	95	98	98	97	98	95	91	97	97	95	99
Average Score		3.91	2.94	6.23	1.39	0.93	1.57	0.61	1.35	1.32	1.08	1.27	1.07	1.04
Mode		3	2	7	2	1	2	1	1	1	2	2	1	2
Standard Dev		2.48	2.63	5.44	0.74	1.10	0.55	1.31	0.74	0.64	1.12	0.90	1.01	1.15
# Strongly/Agree OR Yes					94	80	95	67	90	88	82	88	83	82
# of blanks		0		3	2	2	3	2	5	9	3	3	5	1
#of responses		100	88	95	98	98	97	98	95	91	97	97	95	99
% of Strong/Agree OR Yes VS Total Responses					95.92%	81.63%	97.94%	68.37%	94.74%	96.70%	84.54%	90.72%	87.37%	82.83%
Vancouver Island														
Average					1.44	0.93	1.64	0.46	1.52	1.43	1.18	1.68	1.54	1.36
Mode		3	2		2	2	2	2	2	2	2	2	2	2
Standard Dev		2.31	0.67		0.83	1.28	0.67	1.55	0.69	0.68	1.10	0.47	0.50	0.81
Inletior														
Average					1.25	0.75	1.48	0.46	1.09	1.17	0.50	0.83	0.63	0.67
Mode		8	2		1	1	1	1	1	1	1	1	1	1
Standard Dev		2.68	2.62		0.66	1.09	0.50	1.19	0.93	0.62	1.32	1.17	1.22	1.34
Vancouver Coastal														
Average					1.48	1.48	1.82	1.13	1.59	1.56	1.32	1.61	1.16	1.46
Mode		1	8		2	1	2	1	2	2	2	2	2	2
Standard Dev		1.55	2.93		0.88	0.50	0.39	1.08	0.49	0.50	1.14	0.49	1.12	1.00
North														
Average					1.46	0.54	1.46	0.08	1.23	1.27	1.31	0.69	0.85	0.92
Mode		4	1		1	1	1	1	1	1	1	1	1	1
Standard Dev		2.17	0.42	0.00	0.50	1.08	0.50	1.21	0.42	0.45	0.46	0.99	0.86	0.92
Fraser Region														
Average					1.30	0.60	1.20	0.90	1.10	1.00	1.40	1.10	1.00	0.20
Mode		8	8		1	1	1	1	1	1	1	1	1	-1
Standard Dev		2.79	3.12		0.46	1.11	0.40	1.04	0.83	0.77	0.49	0.83	0.77	1.25

	k. Felt Free to Disagree with Others	l. Private Family Time Useful	m. Recommend FGC to Others	n. Considers Family Culture/Religion	o. Helps Family and Social Worker Get Along	p. Family made Decisions and Developed the Plan	q. Plan Addresses My Concerns	r. Social Worker Agreed	s. Know What to Do if Child At Risk Again	t. Know What Will Happen Next with Plan	u. Know What to Do If People Don't Follow Through	Children Attend	Child Participate
Record	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0;)	Rate (1 - Yes; -1 No; 0 Don't Know; Blank - Refer to above record i.e. one entry per case)	Rate (1 - Yes; -1 No; 0 Don't Know; Blank - Not Applicable)
100	96	89	94	72	86	96	95	89	87	92	88	42	51
Average Score	1.07	1.25	1.57	1.19	1.15	1.35	1.00	1.29	1.25	0.87	0.59	0.05	0.60
Mode	1	2	2	1	1	1	1	1	1	1	1	1	1
Standard	1.06	1.06	0.66	0.88	0.91	0.78	1.21	0.71	0.86	1.13	1.33	1.00	0.76
# Strongly	83	79	91	65	78	93	80	85	80	72	61	22	41
# of blanks	4	11	6	28	14	4	5	11	13	8	12		
# of respon	96	89	94	72	86	96	95	89	87	92	88	42	51
% of Stron	86.46%	88.76%	96.81%	90.28%	90.70%	96.88%	84.21%	95.51%	91.95%	78.26%	69.32%	52.38%	80.39%
Vancouver Isl													
Average	1.48	1.62	1.69	1.58	1.30	1.56	0.96	1.46	1.20	0.67	0.59	0.60	0.52
Mode	2	2	2	2	2	2	1	1	2	1	1	1	1
Standarc	0.83	0.49	0.46	0.49	1.00	0.50	1.23	0.50	0.94	1.25	1.45	0.80	0.85
Interior													
Average	0.54	0.70	1.30	0.64	0.79	0.83	0.65	1.05	1.00	0.81	0.14	0.33	0.63
Mode	1	1	2	1	1	1	1	1	1	1	1	1	1
Standarc	1.26	1.40	1.00	1.11	1.22	1.17	1.37	0.93	1.04	0.96	1.25	0.94	0.67
Vancouver C													
Average	1.39	1.39	1.83	1.33	1.38	1.67	1.41	1.55	1.71	1.45	1.28	-0.08	0.75
Mode	2	2	2	2	1	2	2	2	2	2	2	-1	1
Standarc	0.87	1.01	0.38	0.87	0.49	0.47	1.03	0.53	0.46	0.72	0.99	1.00	0.60
North													
Average	0.67	1.38	1.62	1.25	1.00	1.42	1.38	0.90	1.31	1.17	1.08	-0.11	0.50
Mode	1	2	2	1	1	1	1	1	1	1	1	-1	1
Standarc	1.03	0.84	0.49	0.43	0.68	0.49	0.49	0.83	0.46	0.80	0.76	0.99	0.87
Fraser Region													
Average	1.00	0.75	1.22	0.57	1.25	1.20	0.50	1.20	1.10	-0.10	-0.30	-1.00	#DIV/0!
Mode	1	1	1	1	1	1	1	1	1	-1	-1	-1	#N/A
Standarc	0.77	1.09	0.42	1.05	0.43	0.40	1.28	0.40	0.83	1.37	1.35	0.00	#DIV/0!

	Child Views Considered	Child Help Develop a Plan	Knowledgeable	Well Organized	Show Respect and Courtesy	Prepare You for the Conference	Make You Feel Comfortable	Kept Group Focused	Consider all Your Choices	Used Time Well	Remained Neutral	Information Provided Was Useful	Family Support Information You Needed to Develop a Plan
Record	Rate (1 - Yes; -1 No; 0 Don't Know; Blank - Not Applicable)	Rate (1 - Yes; -1 No; 0 Don't Know; Blank - Not Applicable)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know =0.)
100	49	49	95	94	96	94	95	94	86	93	91	87	91
Average													
Score	0.78	0.17	1.68	1.72	1.75	1.51	1.64	1.52	1.40	1.57	1.53	1.50	1.26
Mode	1	1	2	2	2	2	2	2	2	2	2	2	2
Standard	0.61	0.96	0.46	0.45	0.50	0.71	0.60	0.71	0.74	0.66	0.67	0.73	0.93
# Strongly	43	28	95	94	95	90	93	90	81	90	88	83	82
# of blanks			5	6	4	6	5	6	14	7	9	13	9
# of respon	49	49	95	94	96	94	95	94	86	93	91	87	91
% of Stron	87.76%	57.14%	100.00%	100.00%	98.96%	95.74%	97.89%	95.74%	94.19%	96.77%	96.70%	95.40%	90.11%
Vancouver Isl													
Average	0.71	0.52	1.81	1.85	1.88	1.77	1.85	1.62	1.76	1.85	1.88	1.68	1.35
Mode	1	1	2	2	2	2	2	2	2	2	2	2	2
Standard	0.70	0.85	0.39	0.36	0.32	0.42	0.36	0.68	0.43	0.36	0.32	0.47	1.07
Interior													
Average	0.67	-0.10	1.58	1.61	1.50	1.29	1.38	1.39	0.95	1.30	1.15	1.11	0.89
Mode	1	-1	2	2	2	2	2	2	1	2	2	1	1
Standard	0.70	0.90	0.49	0.49	0.71	0.84	0.86	0.71	0.88	0.86	0.97	0.96	0.98
Vancouver C													
Average	1.00	-0.11	1.83	1.87	1.91	1.82	1.95	1.77	1.75	1.86	1.80	1.84	1.75
Mode	1	-1	2	2	2	2	2	2	2	2	2	2	2
Standard	0.00	0.99	0.38	0.34	0.28	0.39	0.21	0.67	0.75	0.35	0.40	0.36	0.43
North													
Average	1.00	0.00	1.38	1.54	1.69	1.25	1.54	1.31	1.15	1.38	1.25	1.50	1.33
Mode	1	1	1	2	2	1	2	2	1	1	1	1	1
Standard	0.00	1.00	0.49	0.50	0.46	0.83	0.50	0.82	0.53	0.49	0.43	0.50	0.47
Fraser Region													
Average	#DIV/0!	#DIV/0!	1.67	1.56	1.70	1.00	1.20	1.30	1.20	1.10	1.30	1.25	0.80
Mode	#N/A	#N/A	2	2	2	1	1	1	1	1	1	2	1
Standard	#DIV/0!	#DIV/0!	0.47	0.50	0.46	0.77	0.40	0.46	0.40	0.83	0.46	0.97	0.98

Region	Record	Community Living Advisor	Special Needs Assistant	Teacher	School Counsellor	School Principal	Probation Officer	Mental Health Worker/Counsellor	Psychologist / Psychiatrist	Foster Parent	Residential Staff	Family Support Worker	Child Care Worker	Youth Worker	Addictions Counsellor	Lawyer	Other	2a. Understood Purpose	2b. Adequately Prepared	2c. Everyone Had Time to Express Views	2d. Family made decisions and developed a plan	
		Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Yes - 1	Rate (Strongly Agree = 2; Agree = 1; Mixed = .5; Disagree = -.5; Strongly Disagree = -2; Don't Know = 0; Not Applicable = blank)	Rate (Strongly Agree = 2; Agree = 1; Mixed = .5; Disagree = -.5; Strongly Disagree = -2; Don't Know = 0; Not Applicable = blank)	Rate (Strongly Agree = 2; Agree = 1; Mixed = .5; Disagree = -.5; Strongly Disagree = -2; Don't Know = 0; Not Applicable = blank)	Rate (Strongly Agree = 2; Agree = 1; Mixed = .5; Disagree = -.5; Strongly Disagree = -2; Don't Know = 0; Not Applicable = blank)
Total	57	0	1	1	0	0	1	7	0	12	0	17	0	1	1	0	16	55	51	51	44	
Average								1		1		1					1	1.71	1.30	1.52	1.35	
Mode		#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	2	1	2	1	
Standard Dev		#DIV/0!	0.00	0.00	#DIV/0!	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	0.56	0.74	0.60	0.50	
# Strongly and Agree		0	1	1	0	0	1	7	0	12	0	17	0	1	1	0	16	55	51	51	44	
# of blanks		57	56	56	57	57	56	50	57	45	57	40	57	56	56	57	41	1	3	5	13	
# of responses		0	1	1	0	0	1	7	0	12	0	17	0	1	1	0	16	56	54	52	44	
% of Strong/Agree		#DIV/0!	100.00%	100.00%	#DIV/0!	#DIV/0!	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	100.00%	#DIV/0!	100.00%	98.21%	94.44%	98.08%	100.00%	
Vancouver Island																						
Average		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	1.00	#DIV/0!	1.00	#DIV/0!	1.00	#DIV/0!	#DIV/0!	1.00	1.00	#DIV/0!	1.00	1.87	1.54	1.82	1.39
Mode		#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	1	#N/A	1	#N/A	1	#N/A	#N/A	#N/A	#N/A	#N/A	1	2	2	2	2
Standard Dev		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	0.00	#DIV/0!	0.00	0.34	0.84	0.39	0.57	
Interior																						
Average		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	1.00	1.00	#DIV/0!	1.00	#DIV/0!	1.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	1.00	1.80	1.47	1.53	1.30
Mode		#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	1	#N/A	1	#N/A	1	#N/A	#N/A	#N/A	#N/A	#N/A	1	2	1	2	1
Standard Dev		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00	0.40	0.50	0.50	0.46
Vancouver Coastal																						
Average		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	1.00	#DIV/0!	1.00	#DIV/0!	1.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	1.00	1.67	1.17	1.67	1.50
Mode		#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	1	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	2	1	2	2
Standard Dev		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00	0.47	0.37	0.47	0.50
North																						
Average		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	1.00	#DIV/0!	1.00	#DIV/0!	1.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	1.00	1.50	1.20	1.50	1.44
Mode		#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	1	#N/A	1	#N/A	#N/A	#N/A	#N/A	#N/A	1	2	1	2	1
Standard Dev		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00	0.92	0.87	0.92	0.50
Fraser Region																						
Average		#DIV/0!	1.00	1.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	1.00	#DIV/0!	1.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	1.00	1.60	0.90	1.10	1.20
Mode		#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	1	#N/A	#N/A	#N/A	#N/A	#N/A	1	2	1	1	1
Standard Dev		#DIV/0!	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	0.00	0.49	0.70	0.30	0.40

	2e. Built on Family Strengths	2f. Increased Family's Sense of Empowerment	2g. Recommend FGC to Others	3a. Plan has Features Would Not Have Thought to Include	4a. Plan Considered Family's Culture/Religion	4b. Addresses Serv Prov/Prof Concerns for Child/Family	4c. Addresses Serv Prov/Prof Concerns for Child's Safety	4d. Addresses Serv Prov/Prof Concerns Child's Well-being	4e. Addresses Permanency Concerns	4f. Provides for Youth's Competency Development	4g. Protects Community's Safety	4h. Defines Roles of Family ** and Service Providers	4i. Services Generally Community Based	4j. Practical and Workable	4k. Saves SP/Prof Time in Role	Children Attend	
Record	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree -2; Agree = 1; Mixed -5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (1 - Yes; -1 No)
57	46	50	53	30	34	37	39	36	33	26	18	38	36	39	28	52	
Total																	
Average	1.16	1.08	1.54	0.47	1.15	1.22	1.26	1.17	0.91	0.96	1.33	1.00	1.13	1.27	0.64	-0.09	
Mode	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	-1	
Standard	0.90	0.97	0.61	1.09	0.81	0.70	0.81	0.90	1.08	0.94	0.47	0.92	0.68	0.52	1.20	0.99	
# Strongly	41	43	52	21	32	35	37	33	28	22	18	32	34	38	20	24	
# of blanks	11	7	4	27	23	20	18	21	24	31	39	19	21	18	29	5	
# of respont	46	50	53	30	34	37	39	36	33	26	18	38	36	39	28	52	
% of Strong	89.13%	86.00%	98.11%	70.00%	94.12%	94.59%	94.87%	91.67%	84.85%	84.62%	100.00%	84.21%	94.44%	97.44%	71.43%	46.15%	
Vancouver Is																	
Average	1.31	0.75	1.39	0.80	1.00	0.60	0.83	0.80	0.75	1.00	1.00	0.83	1.00	1.21	-0.50	-0.23	
Mode	1	1	2	1	1	1	1	1	1	#N/A	1	1	1	1	-1	-1	
Standard	0.56	0.98	0.85	0.98	0.00	0.80	0.90	0.98	1.09	0.00	0.00	0.90	0.00	0.52	0.87	0.97	
Inletior																	
Average	1.08	1.25	1.50	0.40	1.22	1.40	1.50	1.33	1.00	1.33	1.25	1.00	1.38	1.33	0.75	0.57	
Mode	1	1	1	-1	1	1	1	2	1	1	1	1	1	2	1	1	
Standard	1.00	0.82	0.50	1.20	0.42	0.49	0.50	0.94	1.22	0.47	0.43	0.85	0.48	0.67	1.09	0.82	
Vancouver C																	
Average	1.40	1.33	1.67	0.33	1.50	0.67	0.75	0.33	0.75	0.75	1.00	1.00	0.67	1.25	-1.50	-0.30	
Mode	1	2	2	1	2	#N/A	2	#N/A	2	1	#N/A	2	#N/A	1	#N/A	-1	
Standard	0.49	1.11	0.47	0.94	0.50	1.25	1.64	1.70	1.64	1.09	0.00	1.41	1.25	0.43	0.50	0.87	
North																	
Average	1.10	1.20	1.80	0.43	1.63	1.44	1.44	1.33	1.33	1.29	1.57	1.50	1.11	1.33	0.88	-0.40	
Mode	2	2	2	1	2	1	1	1	1	2	2	2	1	1	2	-1	
Standard	1.14	1.17	0.40	0.90	0.48	0.50	0.50	0.47	0.47	1.03	0.49	0.50	0.87	0.47	1.17	0.92	
Fraser Region																	
Average	1.10	0.90	1.44	0.40	0.60	1.30	1.30	1.30	0.50	0.50	1.25	0.70	1.15	1.20	1.30	-0.40	
Mode	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	-1	
Standard	0.83	0.70	0.50	1.20	1.11	0.46	0.46	0.46	0.87	0.87	0.43	0.90	0.45	0.40	0.46	0.92	

	** Child Participated	**Child Views Considered	**Child Helped Develop a Plan	Knowledgeable	Well Organized	Show Respect and Courtesy	Prepare You for the Conference	Make You Feel Comfortable	Kept Group Focused	Listen to all ideas put forward	Used Time Well	Remained Neutral
Record	Rate (1 - Yes; -1 No)	Rate (1 - Yes; -1 No)	Rate (1 - Yes; -1 No; Don't Know - 0)	Rate (Strongly Agree - 2; Agree = 1; Mixed - .5; Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree - 2; Agree = 1; Mixed - .5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree - 2; Agree = 1; Mixed - .5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree - 2; Agree = 1; Mixed - .5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree - 2; Agree = 1; Mixed - .5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree - 2; Agree = 1; Mixed - .5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree - 2; Agree = 1; Mixed - .5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree - 2; Agree = 1; Mixed - .5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)	Rate (Strongly Agree - 2; Agree = 1; Mixed - .5; Disagree = -1; Strongly Disagree = -2; Don't Know =0; Not Applicable = blank)
57	21	22	20	55	53	54	53	54	50	47	52	53
Average	0.67	0.82	0.50	1.75	1.75	1.83	1.42	1.69	1.56	1.62	1.54	1.53
Mode	1	1	1	2	2	2	2	2	2	2	2	2
Standard	0.70	0.57	0.81	0.44	0.43	0.37	0.68	0.57	0.70	0.49	0.50	0.50
# Strongly	18	20	14	55	53	54	51	53	48	47	52	53
# of blanks	36	35	37	2	4	3	4	3	7	10	5	4
#of respont	21	22	20	55	53	54	53	54	50	47	52	53
% of Strong	85.71%	90.91%	70.00%	100.00%	100.00%	100.00%	96.23%	98.15%	96.00%	100.00%	100.00%	100.00%
Vancouver Is												
Average	0.50	0.50	0.33	1.73	1.69	1.79	1.54	1.71	1.55	1.45	1.45	1.58
Mode	1	1	1	2	2	2	2	2	2	1	1	2
Standard	0.87	0.87	0.94	0.44	0.46	0.41	0.50	0.45	0.50	0.50	0.50	0.49
Inletior												
Average	0.56	0.80	0.11	1.60	1.67	1.73	1.53	1.47	1.50	1.50	1.53	1.53
Mode	1	1	1	2	2	2	2	2	2	1	2	2
Standard	0.83	0.60	0.87	0.49	0.47	0.44	0.50	0.81	0.82	0.50	0.50	0.50
Vancouver C												
Average	0.50	1.00	1.00	1.67	1.67	1.83	1.50	1.67	1.50	1.67	1.33	1.33
Mode	0.5	1	1	2	2	2	1	2	2	2	1	1
Standard	0.00	0.00	0.00	0.47	0.47	0.37	0.50	0.47	0.50	0.47	0.47	0.47
North												
Average	1.00	1.00	1.00	1.89	1.89	2.00	1.78	2.00	1.56	1.90	1.80	1.80
Mode	1	1	1	2	2	2	2	2	2	2	2	2
Standard	0.00	0.00	0.00	0.31	0.31	0.00	0.42	0.00	0.96	0.30	0.40	0.40
Fraser Region												
Average	1.00	1.00	1.00	1.90	1.90	1.90	0.70	1.70	1.70	1.60	1.50	1.30
Mode	1	1	1	2	2	2	1	2	2	2	2	1
Standard	0.00	0.00	0.00	0.30	0.30	0.30	0.90	0.46	0.46	0.49	0.50	0.46

Region	Record	Role	Years with Ministry	a. Understood Purpose	b. Given Adequate Information	c. Adequately Prepared	d. Family's Participation was Voluntary	e. Family Adequately Prepared	f. Family Had Time to Express Views	g. Able to Express My Views	h. Strengthened Relationship with Family	i. Built on Family Strengths	j. Increased Family's Sense of Empowerment	k. A Plan was Agreed to and Presented by Family	l. SW_Man Agreed with Plan	m. Plan Considered Family's Culture/Religion
				Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)
Total	53	53	53	53	52	53	51	51	53	53	50	52	49	50	50	43
Average				1.72	1.58	1.54	1.59	1.34	1.49	1.41	1.08	1.35	1.35	1.26	1.26	1.30
Mode	3	3	2	2	2	2	2	2	2	2	1	1	1	1	1	1
Standard Dev	0.69	1.94	0.45	0.77	0.78	0.49	0.84	0.69	0.77	0.82	0.68	0.69	0.66	0.76	0.70	
# Strongly and Agree	53	53	53	50	51	51	47	52	50	45	50	47	48	48	41	
# of blanks	0	0	0	1	0	2	2	0	0	3	1	4	3	3	10	
# of responses	53	53	53	52	53	51	51	53	53	50	52	49	50	50	43	
% of Strong and Agree VS Responses			100.00%	96.15%	96.23%	100.00%	92.16%	98.11%	94.34%	90.00%	96.15%	95.92%	96.00%	96.00%	95.35%	
Vancouver Island																
Average			1.50	1.75	1.75	1.75	1.75	1.25	1.25	1.00	1.50	1.50	1.50	1.50	1.50	1.33
Mode	3	#N/A	1	2	2	2	2	1	1	1	1	1	1	1	1	1
Standard Dev	0.87	1.48	0.50	0.43	0.43	0.43	0.43	0.43	0.43	0.00	0.50	0.50	0.50	0.50	0.47	
Interior																
Average			1.69	1.15	1.04	1.50	1.08	1.15	1.15	0.83	1.25	1.17	1.36	0.92	1.50	
Mode	3	2	2	2	2	1	1	1	2	1	1	2	1	1	2	
Standard Dev	0.72	2.21	0.46	1.23	1.22	0.50	1.00	1.03	1.23	1.14	0.83	1.07	0.48	1.19	0.50	
Vancouver Coastal																
Average			1.67	1.60	1.57	1.45	1.30	1.57	1.40	1.16	1.29	1.28	1.10	1.11	1.28	
Mode	2	5	2	2	2	1	1	2	1	1	1	1	1	1	1	
Standard Dev	0.50	1.81	0.47	0.49	0.49	0.50	0.71	0.49	0.53	0.67	0.70	0.45	0.83	0.42	0.73	
North																
Average			1.75	1.75	1.75	1.75	1.14	1.50	1.75	1.38	1.50	1.50	1.38	1.50	1.14	
Mode	3	3	2	2	2	2	2	1	2	1	1	1	1	1	1	
Standard Dev	0.86	2.03	0.43	0.43	0.43	0.43	0.99	0.50	0.43	0.48	0.50	0.50	0.48	0.50	0.99	
Fraser Region																
Average			2.00	2.00	2.00	1.86	2.00	2.00	1.57	1.00	1.43	1.57	1.29	1.86	1.29	
Mode	3	3	2	2	2	2	2	2	2	1	1	2	1	2	1	
Standard Dev	0.73	0.88	0.00	0.00	0.00	0.35	0.00	0.00	0.49	0.93	0.49	0.49	0.45	0.35	0.45	

	n. Helped Develop Needed Skills	o. Addresses SW/Man Concerns for Child/Family	p. Addresses SW/Man Concerns for Child's Safety	q. Addresses SW/Man Concerns Child's Well-being	r. Addresses Permanency Concerns	s. Provides for Youth's Competency Development	t. Protects Community's Safety	u. Defines Roles of Family, Ministry, and Service Providers	v. Plan Include Additional Feature Might Not Have Thought of	w. Resources are Available to Support Plan	x. Services Generally Community Based	y. Practical and Workable	z. Saves SW/Man Time in Role	aa) Positively Affected My Work Practice	bb) Would Recommend FGC
Record	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree - 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)
53	43	51	46	49	41	26	21	47	44	48	46	49	48	49	51
Total															
Average	0.98	1.24	1.20	1.20	0.98	1.00	1.19	1.23	0.45	0.83	0.93	1.06	0.52	1.31	1.67
Mode	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
Standard	0.83	0.75	0.65	0.73	0.92	0.83	0.66	0.42	1.16	0.85	0.84	0.65	1.24	0.76	0.76
# Strongly a	37	49	45	47	36	23	20	47	28	40	40	46	33	46	49
# of blanks	8	2	7	4	12	27	32	6	9	5	7	4	5	4	2
# of responses	43	51	46	49	41	26	21	47	44	48	46	49	48	49	51
% of Strong	86.05%	96.08%	97.83%	95.92%	87.80%	88.46%	95.24%	100.00%	63.64%	83.33%	86.96%	93.88%	68.75%	93.88%	96.08%
Vancouver Isld															
Average	1.00	1.50	1.00	1.00	1.00	0.33	1.00	1.25	1.00	1.00	1.00	1.00	1.00	0.75	1.25
Mode	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Standard	0.00	0.50	0.00	0.00	0.00	0.94	0.00	0.43	0.00	0.00	0.00	0.00	1.09	0.43	0.50
Inletor															
Average	0.90	1.08	1.09	1.00	0.60	0.88	1.50	1.36	0.55	0.80	1.25	1.00	0.70	1.45	1.58
Mode	1	2	1	2	1	1	#N/A	1	-1	1	2	1	2	2	2
Standard	1.04	1.26	1.08	1.28	1.36	1.17	0.50	0.48	1.44	1.08	0.97	1.04	1.42	0.89	1.11
Vancouver Cot															
Average	0.69	1.20	1.22	1.21	1.00	1.22	1.00	1.17	0.47	0.79	0.79	1.00	0.37	1.26	1.75
Mode	1	1	1	1	1	1	1	1	1	1	1	1	1	2	2
Standard	0.85	0.48	0.42	0.41	0.87	0.42	0.82	0.37	1.14	0.83	0.83	0.55	1.22	0.91	0.70
North															
Average	1.40	1.38	1.29	1.38	1.25	1.00	1.33	1.14	0.25	1.00	0.88	1.13	0.38	1.25	1.75
Mode	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
Standard	0.49	0.48	0.45	0.48	0.43	0.00	0.47	0.35	0.97	0.87	0.78	0.33	1.11	0.43	0.43
Fraser Region															
Average	1.43	1.29	1.33	1.43	1.25	1.50	1.50	1.29	0.20	0.71	1.00	1.29	0.71	1.29	1.57
Mode	1	1	1	1	1	#N/A	2	1	1	1	1	1	1	1	2
Standard	0.49	0.45	0.47	0.49	0.43	0.50	0.50	0.45	0.98	0.70	0.93	0.45	1.16	0.45	0.49

	Children Attend	Child Participate	Child Views Considered	Child Help Develop a Plan	Knowledgeable	Well Organized	Show Respect and Courtesy	Prepare You for the Conference	Make You Feel Comfortable	Kept Group Focused	Consider all Your Choices	Used Time Well	Remained Neutral	
Record	Rate (1 - Yes; -1 No)	Rate (1 - Yes; -1 No)	Rate (1 - Yes; -1 No)	Rate (1 - Yes; -1 No)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	Rate (Strongly Agree = 2; Agree = 1; Disagree = -1; Strongly Disagree = -2; Don't Know = 0.)	
	53	52	28	31	28	50	50	50	50	50	50	46	49	50
Average	0.00	0.57	0.73	-0.04	1.70	1.78	1.74	1.64	1.74	1.72	1.51	1.73	1.62	
Mode	-1	1	1	-1	2	2	2	2	2	2	2	2	2	
Standard	1.00	0.82	0.67	0.98	0.57	0.41	0.56	0.59	0.56	0.45	0.81	0.44	0.69	
# Strongly a	26	22	27	13	49	50	49	49	49	50	43	49	49	
# of blanks	1	23	20	24	3	3	3	3	3	3	7	4	3	
#of responses	52	28	31	28	50	50	50	50	50	50	46	49	50	
% of Strong	50.00%	78.57%	87.10%	46.43%	98.00%	100.00%	98.00%	98.00%	98.00%	100.00%	93.48%	100.00%	98.00%	
Vancouver Isld														
Average	0.00	1.00	1.00	0.33	2.00	2.00	2.00	2.00	1.75	1.75	1.75	1.75	1.50	
Mode	-1	1	1	1	2	2	2	2	2	2	2	2	1	
Standard	1.00	0.00	0.00	0.94	0.00	0.00	0.00	0.00	0.43	0.43	0.43	0.43	0.50	
Inletor														
Average	0.67	0.40	0.46	-0.30	1.45	1.73	1.55	1.27	1.64	1.64	0.89	1.64	1.36	
Mode	1	1	1	-1	2	2	2	1	2	2	2	2	2	
Standard	0.75	0.92	0.85	0.90	0.89	0.45	0.89	0.86	0.88	0.48	1.37	0.48	1.15	
Vancouver Cot														
Average	-0.14	0.45	0.82	-0.11	1.65	1.70	1.70	1.65	1.70	1.65	1.50	1.68	1.60	
Mode	-1	1	1	-1	2	2	2	2	2	2	2	2	2	
Standard	0.99	0.89	0.57	0.99	0.48	0.46	0.46	0.48	0.46	0.48	0.50	0.46	0.49	
North														
Average	-0.25	1.00	1.00	0.00	1.75	1.75	1.75	1.63	1.75	1.75	1.71	1.75	1.75	
Mode	-1	1	1	-1	2	2	2	2	2	2	2	2	2	
Standard	0.97	0.00	0.00	1.00	0.43	0.43	0.43	0.48	0.43	0.43	0.45	0.43	0.43	
Fraser Region														
Average	-0.43	1.00	1.00	1.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	
Mode	-1	1	1	1	2	2	2	2	2	2	2	2	2	
Standard	0.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Appendix VI – Comments



Record	4. Referral - Who?	5. Referral - Context	8. Not Confident that Extended Family Participated	17. Budget/Resource Impacted Participation	18. Ministry Site	19. Held at Office Hours	23. Unanticipated participants	29. Non-family members during Private Family Time	37. b. Child/ Youth special considerations	37. c. Nature of Participation	37.f. How demonstrated Child/Youth Views Considered	38.a. Why did not participate	38.c. How view brought into process	38.d. Who informed child/youth about the plan	Comments
Vancouver Island															
1	K1								Told they were coming for lunch.	just lunch		Too young; also their placement was not going to change.	The family talked about what the children wanted.	Their mother and father.	Was an initial conference with goals to consider a return plan; a plan B was created to determine long term placement if parents were unsuccessful.
2	K2			Travel expenses provided.					Coordinator met with them before conference and spoke on phone night before. Had a secret code during conference to signal if youth wanted to leave		they were presented with desired plan.				Great for family, loved the process.
3	K3		Unfortunately the paternal family participants did not show up.		It was held at a community centre.	It was held on a Saturday to accommodate family.		one non-blood related family friend				Because of their ages	The family did address what they thought the children's views were	The mother	25. Culture Welcomes - no because this was discussed with the family and they opted not to have a cultural opening or closing
4	K4									Just came for lunch		Too young	SW and foster parent spoke to what the child wanted	SW	
5	K5								Coordinator met with child at foster home and explained the process and why we were getting together. Asked her to draw what she wanted.	Just for lunch	They drew a picture of what they wanted - shared family strengths with coordinator.	Too young	picture	mom/foster mom	
6	K6								They did not participate in InfoSharing but were there for lunch and private family time. The coord. met with the boys in person prior to conference	Lunch & private family time.	I think so.				
7	K7						Mom		Met with coordinator		Interview - wrote his answers down, suggested needs and desires - family took that into consideration when forming the plan				
8	K8			Travel. le plane ticket exceeded budgetary restraints.				support (youth worker)	A youth worker was present to help explain the purpose of an FGC and support the youth regarding participation.		They were asked by family.				
Interior															

Record	4. Referral - Who?	5. Referral - Context	8. Not Confident that Extended Family Participated	17. Budget/Resource Impacted Participation	18. Ministry Site	19. Held at Office Hours	23. Unanticipated participants	29. Non-family members during Private Family Time	37. b. Child/ Youth special considerations	37. c. Nature of Participation	37.f. How demonstrated Child/Youth Views Considered	38.a. Why did not participate	38.c. How view brought into process	38.d. Who informed child/youth about the plan	Comments
1	D1	Planning for Youth	Family members didn't respond or want to get involved		Area Manager Adamant non-MCFC site			Family support person who family wanted to attend			Incorporated into plan (their views)				
2	D2						a professional supervisor		Coordinator met, explained process and gave options. Planned an "escape plan".		She was part of the planning - very involved				Culture Welcomes - chose not to
3	D3											Only 6 years old. SW wouldn't permit it. He did come for a visit at the end of the FGC.	Via 3rd party information	the family	A heart-warming, beautiful experience to see this child re-unite with his family !!
4	D4						Two adult cousins to the subject children		I met with them twice prior to the conference. They were shown a video on FGC and we discussed the logistics (food, beverage, etc.) We discussed confidentiality and any concerns they might have so that those concerns could be addressed.	Children attend the introductions and presentation of the plan	I asked them their views prior to the conference and those views were presented in the plan. I also listed in the ground rules for the conference the rules that the children set forward at prior meetings with me.	The social worker was not comfortable with the children/youth participating in private family time although the children would like to have been included.	I presented their views to the family and the children had the opportunity to share anything else they wished during the presentation of the plan and during the introductory part of the conference.	They were presented the plan during the conference and they discussed after the conference with the social worker	The most difficult part of this whole process was working with the ministry and the foster families. They had a hard time giving the family the control the family needed in order for this conference to be successful. The team leader admitted that one of the foster parents was trying to sabotage the process by not allowing me access to the children so that I could prepare them for the conference and get their views. I was not given a full disclosure of the safety concerns that were brought forward at the conference until the day before the conference and some of those concerns were of a very delicate nature and the family was shocked to hear them and had not time to deal with or process them before the conference.
5	D5											Too young and everyone knew her well anyway	Someone else expressed the child's view on her behalf.	Family will do so	Re Q. 21 5 members plus 1 SW (Mother was expected, sent a bus ticket but didn't show up. Father said he "had too much on his plate" to attend.)

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6 D6					Rented community facility			Aboriginal Family Support Person	Child was not fully prepared because SW was not available for me to discuss the issue of child participation. SW made a decision for the child to attend (a good decision) BUT because SW missed appointments with me I didn't know till FGC day that the child would be coming				He was asked by his views by SW and family		When SWs refer to the FGC, they need to be available to the coordinator !!
7 D7				MCFC provided a bus ticket for the one family member who had the need. Three community agencies released their staff persons for the day in order to attend.	I rented a comfortable community site that was neutral	MCFD staff was great about their willingness to go past regular hours if needed							All parties acknowledged that the child is bonded to the parents and that was given consideration in their discussion		A full meal was served along with refreshments throughout the day. At the request of both parents, 4 community professionals participated as kith. The family asked me, the coordinator, to stay during the private family time so they would feel more comfortable. Re: plan - They might have thought they did but really they ended up not having consensus about any of the key issues and instead stated their respective positions.
8 D8								Family Friends	Coordinator met with them and gave info	Prt - lunch only		Family consensus that they not attend more of the process, i.e. too emotional	Someone else	Not yet done	
9 D9					Participants commented that the living room style setting was very comfortable and helped them relax under the anxiety of the event				Coordinator met with children twice to explain the process and prepare them. Special considerations were 1) having food they liked, and 2) deciding which part of the day they would not be present in the room for.	Full conference but they stayed in another room at certain times of the day when it would have been appropriate for them to be in the room (?)	They were spoken to be the social worker and by family members close to them	The family members and SW thought the planning was of too sensitive nature for them to be present for.	SW and family members presented their views	The family agreed collectively what the children should be told at the end of the day, and how it was to be told and who should tell them. (the father and social worker together)	In this case, the SW wouldn't agree to the family's plan to split the sibling group up between 2 sets of relatives (and thus be discharged from ministry care). I wonder if that was part of the director's responsibility to oversee the children's best interests (i.e. keeping sibs together) - or - if the director was not being respectful of the family's wishes as the family saw best. As a result, any discharge of the children will be significantly delayed because of the likelihood of a custody trial.

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10	D10							Church members, family support workers, teacher	Met with Child 3 times	Part (he got bored and left)	Child was asked		Someone else	Doesn't know	The referring SW transferred the file 1 week before FGC. It was not helpful to the FGC process because the attending SW didn't have a lot of knowledge about the family. Coordinator had to fill in.	
11	D11						Maternal Aunt	Foster parents (for support) and rehab worker (support for parent)				Too young	FP gave info	Too young	The FGC process is helping the SW to be more flexible (This is the SW's 3rd FGC	
12	D12									4 months old. Baby was with FPs who came to the FGC. Also there to have participants focus on his needs better.					It was magic ! Everyone person was appropriate in everything they said. No shame/blame for parent. Pros were very appropriate and articulate. Everyone was child entered. Their plan was very comprehensive.	
13	D13							Travel expenses for Grandmother were provided.		Attended lunch.	Too young.	Due to young age.			The family came up with a wonderful plan.	
Vancouver Coastal																
1	R1						Mother's cousin	School Support worker	I talked to the child and told her that we were going to have a meeting about where she live if anything should happen to her father (at this point she knew her rather was dying). The support worker from her school was invited to take care of the child if it wasn't appropriate for her to stay).	She too part in the introduction and listened to some information sharing. She also expressed her love for her father by sharing a card she had made for him.	The child impressed that she would like to stay in foster care with her present caregiver when her father passed on. This took place after the conference and the caregiver and social worker worked together to alleviate the child's fear of having to move away.				The social worker	

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2 R2								D & A therapist	Coordinator met with child		child spoke up re: his concerns, the group discussed issues he raised, child did the writing of the plan			Younger child was informed by caregiver/parent/social worker	Social worker and supervisor arrived 1 hour late for conference due to an emergency at the office. Family conferencing needs to be priority for social workers
3 R3			Family did not want more family involved									Too young			
4 R5				Paternal Family in Saskatchewan	At family's request			Family Friend/Metis Fam Service Rep	Met for lunch		" " was asked before the Conference as well as during the Conference for his input. He advocated for what he thought his mother would have wanted (mother died)				Cultural Welcomes and Introductions - didn't wish
5 R8					School Board Office				14 yr old son left after 2 hours' 11 year old daughter returned to school after private family time		Son chose to leave early. He told his wishes to me and I expressed them to the family group.		I interviewed both children. Daughter stayed for planning. Son left early but told me his wishes to communicate to the family group	Mother	
5 ####															

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6 R10								Family friend, transition house worker				Special Needs	All previous foster parents were interviewed by me. Social worker had interviewed child. Mental health and psychiatrists interviewed by me	Mother	Transition house worker was out of town but showed up at mtg. Invited by mom at last minute.
7 R12						One conference on the weekend and the other on worktime		Friend of Family				Too young	I spoke with the child and expressed his concern. Should pictures she drew of herself.	Family	# of people - 8 first conference; 10 second
8 R14							Close Family friends								
9 R16												Too young	Social worker presented child's views.	family	

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10 R17			Social worker had asked for this to be arranged ASAP, with only the one relative who was interested in taking the child into her custody, in addition to the mother. For the first time I went against my better judgement and agreed to .					The only other family member who was planning to attend, did not show up. Neither social worker nor facilitator has been able to contact her since then. It wasn't private family time, however, foster parent and parent met for the first time and made a connection. Foster parent invited parent to her home to see her child there rather than at another site.				Child was too young, as well as there was just too much uncertainty around what was going to be the results of the conference - child has been promised so much with no follow-through, we thought it best not to involve her directly at this point.		Social worker talked about what the child had told her.	Family Plan ? - somewhat pending on whether the family did not show up for the conference for a legitimate reason (she was driving from Alberta).
11 R18			Bio-mother was resistant to include some extended family and community members									4 year old	Social worker and grandmother rep child's interest	Mother explained being in "hospital" and treatment for alcoholism	Plan was developed upon mother's graduation and return from treatment program
12 R20					The Aboriginal Church Bsmt. Was cancelled at the last minute		Family support worker.	School visit to meet them, food.			Coordinator encouraged them to speak. Family had their point of view on the flipchart.				
13 R22			Father is extremely abusive and dangerous.					Conversations to prepare them.			Asked directly what their worries/concerns were and what they hoped for.				
North															
1 Q2			Father not invited to attend due to safety issues, but was invited to write a letter. He chose not to. He was not forthcoming in discussing his family.				spouse of family member					due to age			

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2 Q2 34			Attempts to include the father and his family were unsuccessful.				Service provider / Chief	Support people from aboriginal agency.			Gave letter to parents. Social worker talked to children before and after FGC.	MCFD social worker and team leader made decision.	10 year old wrote a letter to her family which was provided to them for private family time.	Social worker.	
3 Q2 29									The youth write a letter about what they wantd (wishes)		The child's wishes was to be adopted be adopted by the foster parents the family is disagreeing with the child's wishes				
4 Q2 81			After the FGC, the family realized they needed to have more family involved. They were hesitant initially to involve extended family.	Phone was available for the family members that lived outside of the community which was offered that it was a toll free number, no cost for long distance.								The children were 9 and 7	The caregiver did talk about the children's views during the conference and during the preparation phase.	Caregiver	
5 Q1 88			One of the main key family members could				Supervisor of aboriginal	All of the participants				Children were very young			
Fraser				The room was suppose to be larger however the agency was unable to provide me with a bigger room. The room was very small. The FGC looked more like a meeting and less like a conference											
1 G2			Mat. Grandmother - out of town, wouldn't attend.				cousin						Too young - ages 4 and infant.		
2 G3								Band Rep.					Too young.		
3 G4							Step-Grandmother	Close friends, "step-parents" - not biological.					2 years old		

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4 G5							Youth pastor and family friend		They were interviewed to get their views on what they wanted as an outcome to the meeting.						

Family Comments

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Record	Comments About Conference Process	Comments About Conference Coordinator	Other Comments
Vancouver Island			
1 K2		She was good.	
2 K2	Meeting went very well		Conference went well, was a success.
3 K3	Did not feel prepared. Was told something different than what came up at the FGC	Excellent. She knew what to say, she was fully prepared for the FGC	Communication was needed between the social worker and participants
4 K3		Nice	Liked how it was done
5 K3	Helpful to have it clarified by the FGC facilitator and then having it written out and sent as well	Very organized, approachable, relaxed, put at ease	Would like to clearly know who to talk to or what to do if plan falls through
6 K3	Needed sooner than when we got around to doing it	Informative, strong willed, Kept up well with the contact - getting it together	Found it to be helpful - more got done with her daughter due the conference
7 K4		She was awesome.	Wonderful thing and opportunity.
8 K4		Superb.	
9 K4		She was awesome.	Very informative. Well contacted and connected.
10 K4		She's great.	
11 K5		Really great. Answered all questions. I liked her.	
12 K5	New experience - I enjoyed it.	Organized	It was good.
13 K5	I liked it - I've been involved with the ministry for a long time and I felt it supported me.	" "s nice. I liked her.	Nope. I would recommend it for other people in my situation.
14 K5		Good.	
15 K5	Alright. Refreshment really good.	Really nice. Made we all remembered.	Good. Got problems figured out.
16 K5	A good conference. Everyone there to address the issue and everyone on the same page.		Good conference. Run really well - well organized.
17 K5		Nice.	It was straight forward and well organized.
18 K6		Liked her. She explained written down.	
19 K6	They did not consider my feelings or my boys' feelings. I disagree with the way social services handled it. Did not consider what I was trying to do.	I loved her. She was really nice and considerate to all of the family.	
20 K6		Very helpful.	
21 K6		Liked her. Gave the most information.	It was all good. It worked for everyone.
22 K6		Very good communication skills, but were not informed of plan.	
23 K6	Survey not complete - grandmother had to go.		
24 K6		Very good.	Well organized. Well attended. Family did not fully understand.

Family Comments

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Record	Comments About Conference Process	Comments About Conference Coordinator	Other Comments
25 K7	Falling apart - too much time between conference and family. Social services needed to ? more a part of the financial support plan.	Fine - trying to do a good job	No - mother missing. Good idea - social services needs to be more knowledgeable about finances and parameters. 6 wk check in - progressing - 3 month mark - if there are glitches we can work it out before.
26 K7		He was great. Awesome.	She would have liked a copy of the plan - no one received one - grandparents, mom or herself.
27 K7	Print out - to study . Copy of the plan?	Good.	
28 K7		He was very good	Family group process itself was good. However, family hasn't followed through with the plan
29 K8		Great.	Great Process.
Interior			
1 D1	Youth - I thought it was a pretty good thing to be started - so far its helped me out a lot	Really nice and understanding	Too much time spent talking at the beginning
2 D2	It was really well organized and FGCC stressed it is about the child (other problems about the adults not allowed)	Very clear and understanding. If anyone uncomfortable or belligerent she would assist. Made it family friendly.	Very well done. At first I didn't feel comfortable but later I did.
3 D2	(Youth) okay		
4 D3		She did her job	
5 D4	No It went quite well		No... a really good process. Very good that the kids had a lot of say
6 D5	I think that the Federal Government is shirk their duties and wasting a lot of tax payers money by doing these FGC. The family on a whole if they are going to be involved with the child would do it without FGC. This is just a way the government to shirk their responsibility.	She was a very nice lady and was just doing her job.	I like the fact that she fed us. I was tired and angry that some people did not attend. Keeping us fed was really important. The social worker was almost an hour late in showing up. The coordinator was too clinical. It is not a lecture so do without the lecture part of it i.e. Flip chart instruction. This was information that was not important to the FGC and why we were there. " " is a lovely lady.
7 D5	Worry about the financial burden for the grandparents. Heard that government was going to make money available to try and help grand parents who are taking on raising of grandchildren. This was found in the Vancouver Sun.	Very good ! She came to visit and talked to al the family separate. Liked that she was able to come to the house and explain everything.	I think it is very good. I can see where there might be conflict for some families but for us there is no conflict. The child's uncle who is a youth was very happy with the outcome because he had input into their plan. It brought us all together to make a plan. I liked that it is confidential and need to ask permission before sharing with anyone else what happened at the conference.
8 D6	Q t re understanding what will happen next "problems implementing because of court"	I liked the idea of doing FGC - but follow through a problem - problem implementing with court. Would like to see the plan really valued. Now having to push SW'rs to have plan implemented.	"I liked her" "she was very informative" "she explained FRA to family". I liked the idea of it, taking into consideration family views - only problem - implementing plan
9 D7	Good process but needs to be more focused. Too much emphasis on the parents' agreement	Good coordinator but needs to be more neutral - more emphasis seemed to be placed on the mother's needs over the father's needs	More consequences need to be put in place for inappropriate adult behavior during the conference. Child's needs need to be more paramount. Ministry social worker needs to be more involved when they are acting as the parent.

Family Comments

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Record	Comments About Conference Process	Comments About Conference Coordinator	Other Comments
10 D7	I thought it was detrimental to the mom and completely biased on the part of the social worker. In this situation it should not have been used with these particular families. It was not helpful to either side. It was a premature process	She was good.	
11 D7	I think in this case the FGC was not suitable for this family. I do not think it should have been an option for this family at this time. The coordinator spent a lot of time involved in the FGC partly because she had to deal with conflict in the family and because there were boundary issues etc. Another concern was that MCFd had an idea of what they wanted but it was unrealistic for the family to be put in that situation because the family was unable to come up with a consensus.	She was good.	I think the family was not ready to participate in an FGC and the outcomes was no reflection on " " .
12 D7	It sucked because we weren't allowed to express the reasons why we answered the way we did.	She was good.	I tried my best to compromise but other participants were not willing to compromise and this is why the conference did not go well. " " did a good job.
13 D8	Only thing I felt - we didn't know what was going to happen at the beginning. Coordinator did her best but we had fear of unknown.	Did a very good job. Excellent.	
14 D8	Completely value in that when families are struggling. Good to support families in crisis to avoid coming into care. Wish it could have been done sooner so that all-round situation with the kids would have better.	She did a good job of contacting people ahead of conference. But by the FGC I still didn't know what was happening - she could have given more information about the issues to be dealt with there. She was wordy and not direct with information. Did very well on the day of the FGC.	There were people within the group that still needed information about what was going on with family - event up to the private family time. Need to know what the crisis was !
15 D8	What went astray a "slight bit" - the family went off track a bit and started to counsel the parent - not appropriate. By pre: it should be stated that this is not the purpose. Some participants got the group back on track.	Excellent - Top of the heap	"I think it was an absolutely excellent excellent thing". The parent's family needed to understand where the parent was "at" in her difficulties that affect children; Prior, the family cared but they didn't know (about the problems). Now they do and they can help. The mom is excellent but has been having a hard time because of her mental health problems. It would have been devastating for the children if they had to be taken from their home.
12 D9		She was ok	

Family Comments

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Record	Comments About Conference Process	Comments About Conference Coordinator	Other Comments
13 D9	The younger child should have been informed of what the family problems were - not one told him why this planning was necessary and this relative had to explain it to him after the fact when he was with her.	She was very good - very nice. The older two children should have been informed of the details of the plan when they were there, however, and no one did so.	
14 D10	I felt like it was divided among family and felt jumped on. It was mostly for the parent when it should have been for the child. I was frustrated at the outcome - not enough done to really help the child. They babied the mom too much.	She's nice. But she babied the parent.	I believe it could be helpful for other families
15 D10	Only hard part: didn't want to invite a certain person but coordinator invited that person anyway. I couldn't share freely. Otherwise great !	So nice! Wonderful ! She really listened!	
16 D12	Step mom - The only thing I disagreed with was having the baby's pictures plastered all over the walls. It was too much. All else was fine.	Fine.	It went really smooth. I'm really glad we had it. It was better than going to court.
22 D13	Conference part was fine. Earlier in process with social services, and legal matters, the parents weren't represented by legal counsel properly.	She did a good job.	
23 D13	I wished there were a better way for a family at a distance to participate. FGC gave some power and control back to the parents - empowerment - important part of process.	I thought she was really good at her job - she listened well...was empathetic.	
24 D13	She was notified at last minute about everything (before FGC happened). Could not participate with MCFD to help her daughter. Not included prior or at FGC. Her daughter's situation was judged unfairly by MCFD. She believes if she had been notified about daughter and grandson, things would've turned out differently.	She was OK. She included her day of FGC.	She doesn't think it was detailed enough - info was point form - not enough info - (things were shown by chart form and participants had to figure out where they were on it). She would've liked to see FGCC (coordinator) during/attend private time - they had to guess on some issues during private time - not sure where to go with info on chart.
Vancouver Coastal			

Family Comments

Record	Comments About Conference Process	Comments About Conference Coordinator	Other Comments
1 R1	It was really good. Understand - what to do next - yes she come to live with me and my family. Child adapted ell to the move - lots of kids to play with. Food was good - close to ? The doctor's	Very good	It was really good
2 R2	The social worker told the mom some of my feedback without telling me she would do that. The best part was that the grandfather participated and it opened his eyes to what his daughter needs.	" " provided excellent outline. " " was terrific - very supportive"" handled the lateness really well. " " is a "peach" - bent over backwards to make everyone comfortable.	
3 R3	It was really good - worked a lot of things out. It was pretty good/ok - it helped	She was really nice - really organized	Re: Family time - just one and my mom - don't talk so it was good - worked some things out. Plan considers family religion - Christian but want son to choose. Help our family and social worker get along - already get along
4 R5	Comfortable nice office. Everything has gone good since the meeting - better communication. Went out for dinner after - didn't use to take my calls and let me to talk to child and now she does.	Very good - really nice and helpful. " " was really good and really organized. She kept us focused on what we had to do.	Re: Family time - good except a bit tense and about the past. Really good to have teenage there. SW - very nice and helpful. Hope that in the future more families can do this instead of going to court.

Family Comments

Record	Comments About Conference Process	Comments About Conference Coordinator	Other Comments
5 R8	<p>Not ashamed - was in residential school - really felt comfortable and was surprised. In school - really calming; good starting point; traditional hope is children; man was really good; involved the kids, explained should have been done from the time of the first settlers; Private Time - ok but did not want to pressure family because of recent death in family; still grieving; Plan considers our family's culture/religion - very close to traditional ways; Plan helps our family and social worker get along - helped because TL 'not big and scary" his is human and talked about himself; Son left after a while because he was fearful he might go into care. Daughter participated but did not stick with counseling after. Really good to have the school principal involved - had very traumatic life experiences in residential schools that have really influenced them (?) they (?) left meeting opened the door to family alone.</p>	<p>" " so good. Felt a healing and in some ways - did not really know what it would be like; healing like with elders</p>	<p>Felt really good because not alone - there are people who help - felt part of the community. Hard to ask for help especially no feeling of shame about her disease.</p>
6 R10	<p>There should always be an outside advocate for either parties so it doesn't feel adversarial.</p>	<p>Very good at conflict resolution when topics went off track</p>	<p>It should be private so that people that don't want to offer opinions shouldn't just listen in if they don't identify themselves. (The explanation for this comment is that a family member (paternal grandfather) logged onto the conference via speaker phone (as did other family in other places) but refused to acknowledge that he had logged on to listen only. This was discovered on the 2nd day of the reconvened meeting and the grandfather was excluded via a new conference calling system at the request of the participants - Loanne)</p>

Family Comments

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Record	Comments About Conference Process	Comments About Conference Coordinator	Other Comments
7 R12	Where conference held - nice place but lousy parking place. Private family time useful - fine - close family- went well, able to discuss. Positive experience, got to hear different points of view. Social worker agreed - a majority but not all. Understand what will happen next - yes but unfortunate events have changed a few things. Has had a positive drug test so need to prove himself again.	She is excellent - awesome. Best person for us.	Close family anyways, always try to work together
8 R12	More focus on child - needed to say some things but some people were reluctant to tell the truth	Very good	Hard to answer because since the meeting some family members were not sincere - at the time they seemed sincere but some things have changed. Feels uncertain as the grandfather about whether or not he has the right to express his opinions.
9 R14	It was really good - I felt really comfortable	" " was really nice	Only problem was the parking
10 R14	I believe it is great for people who may be/or may not be in the same situation - worked well	Very helpful, understanding, and willing to help learn about the person more. Very productive	I think this should be used more often
11 R16		Love her.	
12 R16		She was fine	
13 R16			
14 R16		Very nice, well spoken.	
15 R16	Despite the tension, it was possible to actually have such a conference. It was useful.	The coordinator was on task and explained the process carefully and clearly.	A good, if painful, experience. Thanks.
16 R16		" " is great	Thanks for the pizza
17 R17	Plan considers culture/religion - agree - my choice. Great program.	She was a major "comfort" to my "fears"	Our concerns about the baby were not addressed. They are not even mentioned in the conference report. (we) both love the baby and only his bet interest at hear. This does not mean we don't love the father and step mom but this conference was supposed to be about the baby. As soon as " " expressed his opinion that this "family" plan was not workable and is only prolonging the inevitable, and that the baby should be put up for adoption as soon as possible, the conference was immediately stopped - end of discussion.
18 R18		He was well prepared, considerate, compassionate and hones and very helpful	
19 R18	I think the conference is very valuable to get the family to plan together for the best interest of the child	The coordinator was very good and helpful	I think that all families in this situation should have a family group conference

Family Comments

Jennifer Wilson Consultants Ltd.

Record	Comments About Conference Process	Comments About Conference Coordinator	Other Comments
20 R20	During private family time, some family needed to be redirected and discuss the issue instead of family chatter.	I felt comfortable with coordinator.	
21 R22	This meeting was very helpful for our family.	Great helper.	Glad there is help like this provided to families.
22 R22			Is an excellent idea.
23 R22			Is wonderful to have this kind of conference.
24 R22		She was great.	It has been a great program.
North			
1 Q2		She did her job right.	Everything was done in order and okay.
2 Q2	Case worker should have had supervisors at the meeting.	Very good and helpful.	I would consider this process for others.
3 Q2	Not long enough.		Very useful.
4 Q2		Very professional.	This was my first family conference and learned from the process.
5 Q2	This conference was something I've never experienced before and I learned some different things.	She was good, she was nice and she got everything together really good.	
6 Q2		Excellent job!	To serve a time frame about a topic. To have a talking stick, so no one is interrupted. Topic by topic process.
7 Q194		Very concerned and to the point.	
8 Q234			
9 Q281	Not enough family members committed to attend the Family Group Conference	Explored everyone's perspective	I would recommend to other families
10 Q281		I think she did a fine job	
11 Q281	The concept of the conference is good but without all the players present you can only come up with 1/2 a plan	She tried very hard to have all sides there (good work)	It's a start
12 Q188	I was very satisfied the way things turned out	She was very nice and helpful	I find these conferences are very helpful but I don't mean to be disrespectful but I hope I am never put in the spot where I have to attend another one.
13 Q188	Did not attend but I guess it turned out very good	She was a great help to all	The family conference is helpful for all
Fraser Region			
1 G2	Not what expected. Thought would get more help, not have to take it all on themselves. Hard to work with family members they didn't even know.	Good, organized.	
2 G2	Good to make clear to parents what is expected by family and SW. Not clear what steps to be taken now that parents not following through		
3			

Family Comments

Jennifer Wilson Consultants Ltd.

Record	Comments About Conference Process	Comments About Conference Coordinator	Other Comments
4 G4	Very interesting, pleased with open concept. Helped understand needs. Enjoyed it.	Well organized, great.	Wonderful idea, recognize supports.
5 G4	Great to have everyone together. Everyone there for good of family.	Very good.	
6 G4	Good process.	Very, very well.	
7 G4	Nice to be involved, but they have chosen not to follow up. More important for Brenda to follow through with services would've liked more time.	Did a good job.	
8 G4	Couldn't attend follow up conference - only attended 1st.	Mindful of everyone (1st conference). 2nd coordinator never followed up. Communication was to update, but never did.	Would like more continuity. Hasn't heard from anyone at FGC except " "
9 G4	Great process, helpful.	Very good, read out plans way it was.	Really helpful, something would participate in if needed to.
10 G4	Weren't able to get full picture without main support person there in person. Teleconference is very difficult.	Only one initial mtg. Don't know much about her.	Overwhelming, hard when people attending aren't closely involved with family.

Record		4. Comments about Family Plan	6. If child attended, did they participate	7. Were their views considered?	8. Did the child help develop the plan	9. Comments About Conference Process	Other Comments
Vancouver Island							
1	K1	So many perspectives.					" " did a fabulous job in organizing; was extremely respectful. Emphasized this strongly.
2	K1					Children acting out feelings, so in this way their views were known.	Did a good job under difficult circumstances.
3	K2					Attended via teleconference.	It was very well done.
4	K3	It's well laid out. Very straightforward.				Thought it was a good report.	Plan could be more specific as to times and days. Not wait so long to start.
5	K3					I have concerns about the plan over the long term - also concerns around monitoring the placement for oldest child as its on reserve - will there be follow-up? Those family members weren't present at FGC	"" is a wonderful FGC Coordinator
6	K4					Perhaps refreshments could be served at breaks as they can be distracting	
10	K5						Professional and organized. Participants all seemed relaxed and open to discussion/discussing.
11	K5					It went well.	No, she's good at what she does.
12	K5					Unable to attend actual conference.	I would have been more comfortable in preparing written report as opposed to verbally sharing info which was then interpreted to group. My views would have been more accurately reflective of my recommendation/contribution. If coord. still wanted to personally review report beforehand, I would have been happy to do so. However, she was well prepared, asked good questions and appeared to be clearly committed to this process.
13	K5		Can't comment, I wasn't there.	Same as above (wasn't there).	Bonnie talked with her.	No. A great idea. Hopefully the return of children will have more success in the future.	I like her a lot; a warm easy going personality - easy to speak to. Great confidentiality.
14	K6						The 11yr old was too young to attend and I don't think he should have attended. I don't believe he has his own voice yet, and it put him in a position where he had to be silent rather than say what he wants.
Interior							
1	D11	I feel very "in the loop"		She spoke for the one child (age 4)	No (age 1 and 4)	I had wondered how it would go once professional left	Felt VERY well prepared - thanks to the coordinator's coaching
5	D11			Too young		It was a disadvantage to not have all family members show up. Re written info at FGC. Sometimes semi-literal people can't understand info as well. Don't use too much paper throughout this process.	Coordinator very tactful, very thoughtful. Was able to clarify things very well.
6	D11	FGC is great but if service providers don't have enough time/familiarity with the family, their presence may seem like they're being critical in the info they give. Also, the family had very limited knowledge of child protection law and it would have been helpful to give them some of this.		Too young		No	A difficult family to engage and she did it well.
7	D1	Stayed as family compiled plan	There was an absence of the twin sister, it would have found it beneficial if sister had attended (as written)	The plan did not reflect the child's ultimate goal to be in family home	She made choices as well	Good process but limited attendance of extended family and support network.	Process increased the family's sense of empowerment from the adults' perspective; not the child's.

Record		4. Comments about Family Plan	6. If child attended, did they participate	7. Were their views considered?	8. Did the child help develop the plan	9. Comments About Conference Process	Other Comments
8	D1	Yes it can be intimidating for a youth to be surrounded by adults, but the youth had someone there who they perceived as supportive (i.e. all adults weren't ganging up on youth)	Yes	Yes. Youth's view were given equal weight		Yes - that it was made to be a comfortable and patient (no time pressure) process for everyone.	It was a pleasure to participate in the conference. It strengthened team aspect of various caregivers and professionals. Clarified respective roles.
14	D1	Didn't see the plan	Not at the beginning. She was afraid to be drawn against each parent				Excellent job done by the coordinator
15	D2					A wonderful program "if" everyone behaves in a child centered way. Excellent chance for child's concerns to be addressed. Since the FGC adults' stresses are relieved because of the plan made.	Would recommend "when all parties willing". Very relaxed yet structured. No old behaviours or finger-pointing. It takes the labels off of everyone. No-fault. All child centered.
5	D2	The plan seemed to be quite broad, incorporated education - complete - holistic			Don't know	Made everyone "aware" not sure how feasible and how things will transpire. "Buy" was great though.	Like the whole philosophy of FGC
6	D2	Impressed by the strength-based approach, empowerment and opportunity for everyone to be heard. Non-judgmental atmosphere				Thought it was good. It was the coordinator's first.	Not really too involved. Works with the cultural side of the children.
7	D6	Never thought that mom could be included in the transition re: addition issues	Not really - too young			Very honoured to be part of FGC. A privilege to meet family member who is taking on the child - good they included part of his culture in the plan	
12	D8	(This pro attended only a short portion at the beginning of the FGC)				It was my 1st conference so wasn't aware that each prof presented "alone" while other professionals waited outside the room. I would have like to hear what others had to say.	Very informative to have participated even in one small part
13	D12					It was brilliant to have the baby there and to have large photos all around. They gave everyone lots of time and meals - everything was there. So impressed with the whole process. There was only a tiny bit of tweaking from the mom's lawyer the next day. Great complete unity among all.	If there is ever another FGC for any other family I would love to participate.
14	D13		too young	in the child's best interests	too young	Process could've been more sensitive to family. Grandmother should've met baby prior to conference (perhaps). Having all professionals sate their case/hear court report, attend morning - not ideal. Not sensitive to family. Created unnecessary tension.	A need to clarify each professionals role in FGC and information to present @ FGC - it seemed more negative than positive for the family. Damaged working relationship with the client. Should've focussed on more positives - she really loved her baby. Wasn't clear on information to give and info presented was "damning" - could've been done differently.
15	D13					It was her first experience - "impressed it was well organized, very respectful".	Liked the fact I was brought in to be part of his child's plan.
Vancouver Coastal							
1	R5	Practicum Student - Came up with reasonable and complex plan. Impressed by how family was able to collaborate.	17 year old son did but not the 6 year old	Probably the one person who really helped both families get on the same page. Coordinator really encouraged and supported his getting his voice heard.	Definitely - able to see 17 year old as person who cares for younger child age 6.	Great process - glad able to observe - really impressed by how coordinator lead process - genuine tone - strengths was very positive - focus on family and help SW to take a step back	Play therapy has link with Ab Community (Metis). Coordinator really open to feedback and much appreciated. Opened up self determination for the family. Will want to use this process when he has/is ? SW. Coordinator needs to be quick on their feet and creative. It seemed at one time that nothing would work out but to lots of time it did. Really good to let family come up with concerns and not SW/Coordinator feeling the. Excellent focus and facilitation. There to mediate if needed to. Solve tension. Very strength based. Helped him to see Ministry differently. Very draining emotionally.

Record		4. Comments about Family Plan	6. If child attended, did they participate	7. Were their views considered?	8. Did the child help develop the plan	9. Comments About Conference Process	Other Comments
2	R8	I would not have been aware of what other family members could offer this family.	Yes, one did; the other began to feel uncomfortable and left part way through	Yes, definitely		I realize now that we could have been more specific about my part of the plan in terms of time frame, the mother's responsibility to follow through and the repercussions if she wasn't able to	In some ways it was a challenging family to work with and I wasn't clear on what the Ministry's actions would be if the plan hasn't followed. I don't think that was made clear to the family either.
3	R10	Marriage counseling; daycare for children				The real issue is mental health of mother. That was not addressed.	
4	R10					I thought there should have been better ground rules laid down at the beginning of the meeting to prevent verbal attacking. While the intention of the meeting was defined as "expressing views and opinions", the facilitator did not intervene when people became personally attacking. In the meeting I was a part of, the client added new information right while the contract was being signed. The facilitator should have intervened and gotten specifics in writing about how this information would be dealt with as this client was extremely manipulative.	
5	R14						I really enjoyed being a part of this experience. Thank you " "
North							
1	Q2						
2	Q2	Phone safety, transportation issues.					
3	Q2					The children's safety was strictly taken into consideration.	
4	Q194					It was a good conference.	
5	Q194					It was great.	Thank you.
6	Q229		Yes - although shy to talk she was happy to participate			It went very well	I appreciated the opportunity to meet child's relatives and discuss the plans for her future
Fraser							
1	G2	People coordinating able to bring together people who were able to provide options.				Great process, should continue to use FGC's.	
2	G3	Everyone brought new ideas to the table to plan as a group.				This particular conference great, very important that coordinator is neutral not reinforcing MCFD agenda.	
3	G4	Included info on wellbeing of each member.				" " very competent, well organized. Liked notes especially on " "s strengths. Food was very important.	Positive experience for everyone.
4	G4	Very well thought out: addictions piece, cultural piece, life skills training.				Very well conducted, ample time, voice heard.	Follow-up by MCFD? Didn't know who to contact about Mom's lack of follow through.
5	G4	Alternative resource in community not aware of.					
6	G4	Don't remember specifics, but imperative to have family there to meet their needs.				Very impressed by process.	Hope to see it a lot more. Seeing support is helpful in turning lives around.
7	G4					Good ideas, but lack of resources available from MCFD to support.	
8	G5	Just beginning involvement to family so great to have everyone together to hear resources for placement & support.					
9	G5					Great to have in church environment where youth were comfortable.	Very effective to have neutral party facilitating. Follow through was difficult to track and keep accountable.
10	G5					Process good, but MCFO not supporting community plan with services and finances to be successful. Identify needs, but no assistance.	

Record	3. Family Was Referred Because	v - Plan includes features that I may not have thought to include	9. Comments About Conference Process	10. Comments About Conference Coordinator	Other Comments
Vancouver Island					
1 K3	Family agreed to risks and all wanted to be involved in plan for the children	Eldest child to live with an Aunt I was unaware of and didn't attend the FGC		Very skilled	
2 K4	The children were with extended family pending conclusion of the investigation. Needed a safety plan and supports set up for the family.		The coordinator did an excellent job of preparing the participants and in creating a safe but welcoming environment for the conference.	Good job " " and " ". Thanks	
3 K6	The parents were not looked at as an option due to their ongoing drinking. Therefore, family was asked to come up with a plan for Chad and Darrin.		Well organized - good location. Well managed.	" " did a great job organizing and keeping the group focussed. This was not an easy job as the atmosphere was tense at times.	I look forward to working with " " again.
4 K8	Permancy planning.	Transportation and transposition.	One way to connect family and confirmed for the youth that his family loved him.	Fabulous	
Interior					
1 D1	Parent Teen Conflict		Beneficial, took a long time to get going, to get family on board, connect with family members and follow through	Very good. She did a lot of work trying to contact people. Very beneficial - would definitely look to FGC in the future	
2 D2	12 year old girl refused to stay with either parent or FH		Child "strongly" helped to develop plan. The service providers were very pleased/thrilled they were included in the process - especially the foster family	Very good. "Made you feel comfortable" - strongly agree "and I kept panicking about the FGC because I had never done one before"	
3 D3	A CCP already. Family had not been aware of status		A really good process. Very beneficial.		
4 D4	Abl (?) perm planning workers were able to find family for CCO's and they suggested		All members of the foster family was not included (not good!) Very dissatisfied. SW only given short time to prepare the children. Retraumatized CICs.	Very professional - but - completely disrespectful of SW	"Recommend FGC" - not if was like this one ... acknowledge this is an usual situation ! A Way (?) Zone"
5 D5	The family was referred to family group conference because the Social worker was applying for CCO and the grandparents had the child in their home for a year. If the child was to be granted CCO she would have been eligible for adoption. Grandparents did not want her to ever leave and they applied for custody but they wanted to know that they would have family support.			She was good	
6 D6	Child coming CCO and identified some family members child could go to and aware of FGC model	Able to identify back-up people. More open to bio parents re: visits	Believe in process	Fantastic ! Very inviting, warm and sensitive to needs of group. Abo - communities re: food very important and very well done	Food and Abo-presentation really good !
7 D8	To look at supporting parent to care for children and avoid admission to care		Really well done. Facilitator excellent !	Exceptional facilitation skills	
8 D9	SW would have liked her desire to keep all 3 children in one resource to have been given more emphasis by the family; she felt in hindsight that she should have reinforced that concern.	She thought that the co-ordinator was very clear; she provided background information and welcomed everyone - gave them each a voice.			SW found giving answers over the phone to this survey rather difficult; she would have liked more time to think it over.
9 D10	Prevention		A very positive approach. Strengths approach. Less MCFC involvement	Very positive. Did a good job of connecting everyone - including family members who weren't involved before FGC	

10	D11	Wanted family to be full informed about the ch prtn situation. Wanted to give them ownership. For perm planning		Gives family a sense of ownership. Very very good but a concern about lack of transparency of information	SW very concerned about a coordinator having final say in who attends and who doesn't. SW feels such decisions should be collaborative because while the coordinator is the "guardian of the process" the SW in the manager of the file and responsible for a child having the best plan of care! In this case the SW thinks the outcome may have been significantly affected because of family dynamics and that a family would have been significantly empowered by having a non-family support person attend with her thereby helping her with her input. This SW has had this same concern in all other FGCs (4 or 5) she has had. She believes that coordinators must not be rigid and should be flexible, taking into account different family scenarios. SW is very concerned and frustrated.	
11	D12	Resolve protection issues		A very respectful process; it brought important parties together - not expected ! It came out that the baby needs to have a long term relationship with the mother - wonderful ! The next day in court, the lawyer of the parent read the FGC plan would not agree to it (around the access issue). They eventually worked it out but it did dampen the positive nature of the process.	It was handled professional and expediently - such positive energy. Coordinator did an excellent job.	His 4 mo old presence was a contributing factor - it kept the focus !
12	D12	Protection	Unique: even during family time, a mental health worker was present by agreement. A lot of angst among some family members but this process unified them. Personal issues suspended. Broke down a lot of barriers.	Plan saves time ? - saved years !! His presence kept people focused - age 4 months	The coordinator brought lots of large photos and placed them all over - a great idea ! She did a great job. Kept focus on the baby. Explained in easy language that baby had to be the focus and kept everyone focused.	
13	D13	To develop permanent plan for child to avoid nasty court case battle.	Details around contact information within the family about the child.	Difficult FGC - lots of drama and tension (anger etc.) - coordinator did a great job.	She was great - did an awesome job.	Very successful - well handled.
Vancouver Coastal						
	1	R1		Although " " is only 9 years old, she did say that she wished someone had spent more time talking with her about what she wanted. " " request was to stay in Vancouver with her Kith and Kin caregivers.	" " went above and beyond her role as a FGDM Coordinator. " " support, persistence and her ability to connect with the family made the difference in an extremely difficult and complex file. It was an honour to work with her.	

2	R1	Really appreciated how quickly this could be worked on		Great job of setting up the atmosphere - not rushed, nicely paced. Opening prayer lead by relative. Rupert office will take the file. Very stressed because dieing. Took care of her mom. Child helped to develop plan? - not really able to say what she wanted because the option of staying in Vancouver was not realistic or possible		
3	R2	To review planning support for when children are returned to mom			Works hard to understand the family before the conference - understand child protection, supportive so all involved which directly makes the whole FGDM process very positive.	
4	R2	Making plans for the children and have all team members involved in a plan			Great people skills, very knowledgeable about FGDM and FGDM process and purpose	To this day, I have experienced only our ? Event where me and my TL were coming late to the FGDM due to a removal and the FGDM coordinator acted upset and did not seem to understand that we had to deal with the removal issue first. Other than that I had ? position working experiences with the FGDM coordinator and FGDM process. She is very thorough and all my clients involved in FGDM have only positive things to say about her. * My knowledge about FGDM is from UBC. I don't recall if FGDM was discussed at MCFD training. Most likely it was but I got more info and understanding about the process from UBC.
5	R3	Teenage mom with baby - had Kith and Kin and needed better plan - permency plan	Quantity of ideas was impressive	Family communication and follow through improved. Help that it was written down. Social Worker already really involved. Plan addresses concern - "somewhat - long way to go on the right track. Helped defined mom's role. Joint custody planned	Next time hope can be large scale with more family and community - that was not possible with this family and that is what would be most helpful to the SW	Already had a good relationship with family. Plan practical and workable - mom put too much on herself - but she tried

6 R5	Parent passed away and wanted to explore a family plan for the kids	Specific consideration was made by the older child to take into account the mother's wishes for the 2 of her kids	"Process increased the family's sense of empowerment" - especially the youth's. Very empowering for the 17 year old - he was amazing. "Were their views considered" - very much so " " was fabulous with him. He was able to express his views for them and his mother's wishes. It was an interesting one because the 2 sets of grandparents wanted to care but they wanted it out after careful work by " " / ? arrived at a good plan	" " has a true talent in engaging the family members and she is so prepared and extremely respectful. I am a huge fan.	I am a fan of this process and hear the positive comments from clients. It is an excellent tool for planning and to me represents our Ministry in all the right ways - Best interest of the kids and least intrusive. Thanks
8 R8	Already referred by another - more definite plan for family was the goal	Family agreed to do something but they do not follow thru - they created the plan so they can take it or leave it	The cost in time at meeting that was the same as before. Family wanted respite that was not needed - family have taken on too much but won't access service. Children help develop plan - but wanted more from MCFD but not willing to do what they promise. But one child left because he became uncomfortable. Has done 2 in this region and seem to be way to get MCFD to spend more money. Not about family taking responsibility. FGDM does not do anything she could not have done at an ICM but in 2 hours rather than most of the day. Use time well? - hard to say because not in family time. Focus on general concerns and needs and not focus on issues. Frustrated with FGDM process because in her experience family "uses" process to get resources out of MCFD but do not offer their resources or follow through on commitments.	Good. But did not name protection issues clearly enough	Children - very reluctant
7 R8	Ongoing crisis straining parents ability to actively care for 2 children. Risk of Child abandonment			" " is an excellent facilitator. Very calm, professional	Good process for families to be involved. Outcomes from family could include timeframes so to be compatible with RRSP Process
8 R10	High needs child. Parents actions/inaction were increasing behaviours of child. Emotional Harm to Child. Parents inability/unavailable to meet child's needs.		Difficult FGC tacking 2 days. Overall Plan addressed immediate needs of child (good outcome). Plan not specific about what work the mother needs to address in regard to working with Family ? Program	Excellent. " " is a very strong facilitator who is respectful of all the participants. Very good prep work. Was able to ensure family came back to address more issues @ FGC.	
9 R10	Attorney advised the family was in extreme disarray and extended family needed to be informed and consulted		Excellent	4	

10	R12	Wanted protection issues solved by family rather than in court	MCFD does not adequately resource child in home of other esp medical and dental	Agreement with plan - I was but after had some concerns due to new info. Plan addresses my permeny concerns - short term only	Very positive, supportive and knowledgeable, organized really well, pre-conference work was thorough	Felt like tons of work with such a big family. Felt like tons of work with such a big family. Family has had two conferences and needs ongoing availability of FGDM to reduce wait times. Multi conferences often needed in complicated situations - family line on Vancouver Island and hard to get them all in the same room.
11	R12	Previous out of care placement has broken down due to caregiver's serious health problems. To develop a safety plan for the child.	Unfortunately, not all family members were open in sharing information they had some family members, knowing this, left angry and frustrated	Excellent, does great prep work with MCFD staff and family. The location was not ideal due to the parking situation. Throughout the process, people were having to leave temporarily to plug their meters - this was very disruptive.		
12	R14	Wanted family support to provide a safety plan to assist young single mother with young child	The family are going to meet monthly at a rotating potluck dinner to see how everything is going - very creative	I am a huge fan of these conferences. It is obvious at them that the client and the family support get heard and it is strength based 1st - very empowering for " "	" " is a highly skilled coordinator. She presents as very genuine and neutral. Excellent overview of the process and engages all participants.	
13	R16	Too many family members came forward and we wanted family to play a role in decision making.			Excellent job as usual.	
14	R16	There was a need to look at permanent plan options for their young child in care.		It appeared to be a very difficult but valuable process for the family as they had to look at what options they could offer the baby and what was best for the baby. It didn't appear as though they had done a good job of communicating their views prior to this meeting.	There were very challenging family dynamics that she had to work with. She did a very good job of keeping them focussed on a plan for the child and minimizing the evident anger between family members. She set up good ground rules for discussion.	I was there to provide information on adoption options, so had limited involvement beyond that role.
15	R16	Child in care - (via TCO) - plan to return child to parent via co-parenting.			Great! Seemed like the family really respected/trusted her - v. neutral - and were able to be open/honest. De-escalated anger of family very well.	
16	R17	There was already a family member identified to do a long term plan			Very capable. Placed everyone at ease	
17	R17	To develop a plan with the family (long term)		The aunt from Edmonton did not attend, the plan was for the child to go and live with the aunt.	She had done the prep work and was prepared. However with the aunt not showing up there was no family time.	
18	R18	Mother is an alcoholic and had not been able to care for her child due to her alcohol use. 3rd investigation and finding protection	I had to help educate extended family on what a relapse would look like. Concern that they are still naïve about A.S. issues. Also mother did not want family prs services		" " is an excellent coordinator. He knows the issues of child protection and is able to assist in ensuring the goals are met to address the identified risks.	
19	R20	To make an alternative plan - eminent removal.	Although the plan needed to be stronger - the parent's willingness to work on her issues and with MCFD has greatly increased.		Wonderful - the info " " was able to gain by preparing the family for the conference has been invaluable. " " 's working style with the family has helped the family trust and work closer with MCFD.	I appreciate " "'s strength based approach!
20	R22	Relationship conflict among couple that impact on the child Additional Info		Conference appeared successful and conclusive.	Appropriate. 5	This programme needed to be ongoing.
21	R22	Family violence issues.			Excellent job as usual.	

North					
1	Q194	To come up with a permanency plan.			Respectful and organized.
2	Q194	Discuss long term placement options. Family group conferencing was planned prior to CCO order.			Excellent. Well prepared. Had meetings with all participants prior to the conference. Organized and well planned.
3	Q2	A safety plan needed to be worked out for the child.		The child is 2 (although the mother is a youth herself).	" " is lovely. Did I mention " " is lovely!
4	Q2	Required support of all family members to keep children safe at home.	Caller ID on phone, not live with father for 2 years.		Very organized and made family members feel comfortable.
5	Q234	Permanent plan needed for children.		Very emotional, but rewarding experience.	Excellent at managing all the processes involved, people, etc. " " was great!!
6	Q229	To connect " " with her relatives		I thought it was very positive	She did a great job - well organized kept things on track but let family members play key role.
7	Q281	A long term contingency plan was needed for the children			well organized, friendly, knowledgeable
8	Q188	Explore extended family for long term care of child			Good facilitator - established group rules, allowed everyone an opportunity to share their views, good at bringing back focus to group Good work " " !
Fraser					
1	G2	Baby was not gaining weight - neglect concerns and mental health issues with parents.			Well organized - patient - strength based.
2	G2	Child was in need of protection.			Excellent, pointed at MCFD concerns. Allowed everyone to speak. Was organized, articulate, made everyone feel welcome. Might want to include in this survey something between agree and disagree.
3	G3	Mother needed assistance in planning for her children, a VCA was signed and expired in Jan 2006.			Professional, made the family feel equal and empowered. Friendly and easily approachable. Definitely a useful service.
4	G4	" " had a relapse and we were planning for her daughter, " ", looking at out of care options as well as a suppl. plan for Brenda.		This FGC was very positive and successful. " " did not participate in the FGC because she is 2 years of age. Conference was good at keeping plan realistic.	" " is very organized and provides structure while allowing the family, supports, and other participants the space to input their views.
5	G4	Mom's relapse with alcohol and safety plan needed.			Well prepared - courteous - respectful, well organized - well spoken.
6	G5	Father dealing with terminal illness needed safety/longer term planning.		Nice to see youth actively participate in plan that affect their well-being.	Respectful - strength based - well organized.
7	G5	" " has prostate cancer and is having difficulty parenting " " who has ADHD and Fas. Mom is MIA and has extensive history with MCFD. Planning for out of care option. " " stated he is no longer able to provide care).		Extra time was taken to ensure that " "and " " views were heard.	Knowledgeable about family's circumstances, well organized and provided space for all perspectives to be heard. With reference to 4.w) " " was eventually removed as the out of care options did not provide enough financial support for community members that were willing to come forward to provide care under other means. (This was part of the issue). The result of the FGC had the beginnings of a plan but could not be finalized as there were legal issues to be considered before a plan for " " could be completed. Most of the resources utilized in the plan were already connected to the family through community supports and the school.

Appendix VII – Assessment of FGC



Appendix VI

An Assessment of the FGC Evaluation Process

Outcome:

The learnings from planning and designing the evaluation of BC's experience with Family Group Conferencing is discussed and documented so this process creates knowledge and continuous improvement.

Scope: – the scope provided for a provincial focus with sampling taking place in all MCFD regions.

1. Was the scope **appropriate**?

- Province-wide scope was appropriate/supported by group
- Have samples and learn from the work in each region – extrapolate learnings throughout the province
- Will allow us to compare similarities and differences
- While acknowledging differences, may allow us to identify common themes across regions
- CYO and MCFD wants to position FGC as best practice in BC– need to see how it is unfolding across the province
- Important to have a wide scope as a baseline in order to replicate the project again if we choose to in the future.

2. Is there anything you would **change** to improve this aspect?

- Different regions had difference targets (survey sets) e.g. the North had only 4 while Vancouver Coastal had 14 – how well will the experience in the North be represented in the survey analysis?

Stakeholders – Working group members included CYO and MCFD representatives who connected on a monthly basis. It was also understood that additional meetings might be required to address specific activities and move the project ahead in a timely manner. The process is being coordinated by the Project Leader.

1. Was the **composition** of the working group appropriate to accomplish the project goals?

- Yes, it was important to have representation of people actually doing the work. They were experienced and passionate about the learnings.
- Perhaps we needed individuals with Aboriginal perspectives as many of the families that are referred to FGC are Aboriginal. More ethno-cultural minority representation may have been beneficial as well. Greater representation may have facilitated the inclusion of questions that are more reflective of diverse experiences, perspectives, needs, and strengths.

2. Was the **project coordinated** in such a way that it moved the work program along in a timely way, created a spirit of collaboration and ensured deliverables were of a high quality ?

- The project lead ensured regularly scheduled meetings, took care of logistics, distributed meeting notes and followed up regularly.

3. Was the method for **communicating** effective?
 - Communication worked well
 - Conference calling and e-mailing were the modes of communication which were the logical choices due to the geographical distance between working group members.
4. Was the **frequency of meetings** appropriate for getting tasks accomplished in a timely manner?
 - Yes, monthly meeting were appropriate.
5. Was key **information** provided in a timely way?
 - Yes
6. Did **attendance** at meetings negatively impact the project?
 - Most working group members attended meetings fairly regularly and when not present were kept informed by the meeting notes. Generally the process was not adversely impacted by absences. However, the initial evaluator for the project was frequently absent at the crucial project point of methodology and survey development. The project was negatively impacted by being unable to access this expertise and delayed the timeline.
7. Did members feel comfortable in **expressing non-traditional** or different points of view?
 - Working group members felt comfortable in expressing differing points of view.
8. In general, what worked **well**, less well?
 - While our communications methods (conference calling and e-mailing) generally worked well, it may have been beneficial to have an in person meeting to discuss the surveys as they were being developed.
9. Is there anything you would **change** to improve this aspect?
 - Process for developing/adapting survey instruments:
 - Should be an in person meeting
 - Surveys should be simpler-less questions, currently have redundant questions and it takes too long to administer
 - Survey specific to children/youth should be developed as other surveys are being developed
 - Should test/pilot surveys in each region before finalizing. The feeling was that this application was so similar to previous one's that a pilot test was not crucial. In hindsight, the length of the surveys and the challenge with respect to the administering the survey could have been underscored through a pilot test.

Work program – To date the completed elements of the work program are: a literature review, develop/adapt surveys and interview guides, organize and conduct participant interviews and submit the data. Ideally all steps up to completing the report were to be completed by March 31, 2006. However, the working group acknowledged the need for flexibility due to the large scope and the labour intensive nature of data gathering.

1. Was the work program **realistic**?
 - Methodology-needed more rigor at the front end.
 - We did not accurately anticipate the amount of work it would be for MCFD staff.

- Our initial timeline was not met – stalled at the survey development/adaptation stage.
2. Was the work program **appropriate** to accomplish the desired results?
3. Were the components successfully **completed**?
- Literature Reviews
 - Well done. Very well received. Has become an invaluable standalone piece of work.
 - Develop/adapt surveys and interview guides
 - The working group member who is an experienced program evaluator and was to lead the development/adaptation of the survey was unavailable to work on the task as we had hoped. The surveys were subsequently adapted by other members of the working group that do not have the same level of evaluation expertise.
 - Organize and conduct participant interviews
 - The methodology we chose (i.e. in person or telephone interviews by a staff member other than the person who coordinated the conference) may not have accommodated regional differences as well as we would hope. In some regions the survey administrators had to modify the methodology in order to increase response rates. For example, the person that conducted the conference interviewed the participants or the participants were given the form and asked to mail them in.
 - Methodology used by regions:
 - North – a support staff handed out the survey to conference participants after a conference took place
 - Vancouver Coastal – first used over the phone interviewing, then mail outs for families, phone interviewing with MCFD staff
 - Fraser – all done by telephone interviewing
 - Vancouver Island – FGC is mostly done by contractors on VI. The working group member is not sure how the information was being gathered by them. She has suggested a buddy system (FGC coordinators surveying each others participants),but she's not sure if that is in fact happening.
 - Interior – stuck very closely to original methodology – telephone interviewing
 - A specific survey for children/youth was not developed until the surveying process was already underway. And, the survey that was very quickly put together was an adaptation of the Family/Friends survey rather than a survey created specifically to capture the child or youth perspective, interests and experience in the process.
 - Other than in very general terms (i.e. family/friends, service providers, social worker/manager) the surveys do not specifically identify who is being interviewed or the interview method being used (e.g. mail out, telephone).
 - If we had piloted the survey first, we may have found some of the challenges in the methodology and made modifications before finalizing

the surveys. On the other hand we were not wanting this to be a drawn out process as both CYO and MCFD wants to be able to comment as soon as possible on FGC as a promising practice.

· Submit complete survey packages

- Though there was some discussion on the topic, the working group never fully defined what a complete survey package is, e.g. Is a package complete if a parent/guardian hasn't been surveyed?
- Family members who had an ongoing relationship with MCFD tended to not respond to the survey. They were reluctant/anxious due to fear and/or anger towards the system. What is really on a parent's mind is many of their other experiences with the Ministry. A family group conference in minor to them. We should consider ways of imbedding questions about FGC into surveys that ask about their full experience with the Ministry.

4. In general, what worked **well**, less well?

- It was hard for MCFD front line staff to fit in the survey activity into their daily work schedule and make it a priority. It is a time consuming activity.
- Using coordinators and other MCFD staff to conduct the surveys may have negatively impacted the response rate.
- When thinking about evaluation programs/practice we need to fully consider participant barriers and how to overcome/mitigate them (e.g. access to telephones, literacy levels, age appropriate language, English language proficiency, implications of historical relationship with MCFD on participation rates).

5. Is there anything you would **change** to improve this aspect?

- Need to define more clearly what we mean by support (staffing? time? financial?) when requesting support from the regions.
- Contracting with an individual/agency to develop and administer the survey throughout the province would have been better because they would be mandated to do the work-it would be their priority, and the survey would be consistently administered and the integrity of the methodology maintained. A contractor would also be arms-length, more objective as they would not have the same vested interest in the outcome as MCFD staff.
- Need to find a way to improve the survey response rates throughout the province (the response rates were different from region to region).

Budget – A budget was established to engage outside assistance and expertise, to provide resources travel for the project coordinator, and to conduct focus groups in each region.

1. Was the budget **adequate** to achieve the project outcomes?

- No, ideally we needed a dedicated budget to enable someone to focus on the methodology development, data gathering, and analysis for this project.

2. In general, what worked well, less well?

3. Is there anything you would **change** to improve this aspect?

- We developed a methodology based on not having a budget but still wanting to move forward with a worthwhile project. Perhaps we should not have compromised.

Other comments and unanticipated benefits? (Please note additional comments below)

- It would have been beneficial to the overall project to bring the MCFD Regional Executive Directors into the process at a much earlier stage – particularly as we were relying on the regions for resources to administer the survey (we did not anticipate this as we initially planned to have a project coordinator to carry out the work and we were going to conduct focus groups instead of surveys).
- It was beneficial to have the endorsement of the provincial ADR advisory committee.
- Based on all of the challenges noted, we need to be careful about what conclusions we draw from the information gathered.