



# Establishing Policy Post Training

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# Objectives

- Consider the ways policy development can support Safe and Together implementation
- Identify ways to make policy development efficient and constructive
- Provide examples of IPV specific policies

# Policy

- **Policy** translates vision to action
- A **policy** is a deliberate system of principles to guide decisions and achieve rational outcomes. A **policy** is a statement of intent, and is implemented as a procedure or protocol.

~<https://en.wikipedia.org/wiki/Policy>

# Policy examples

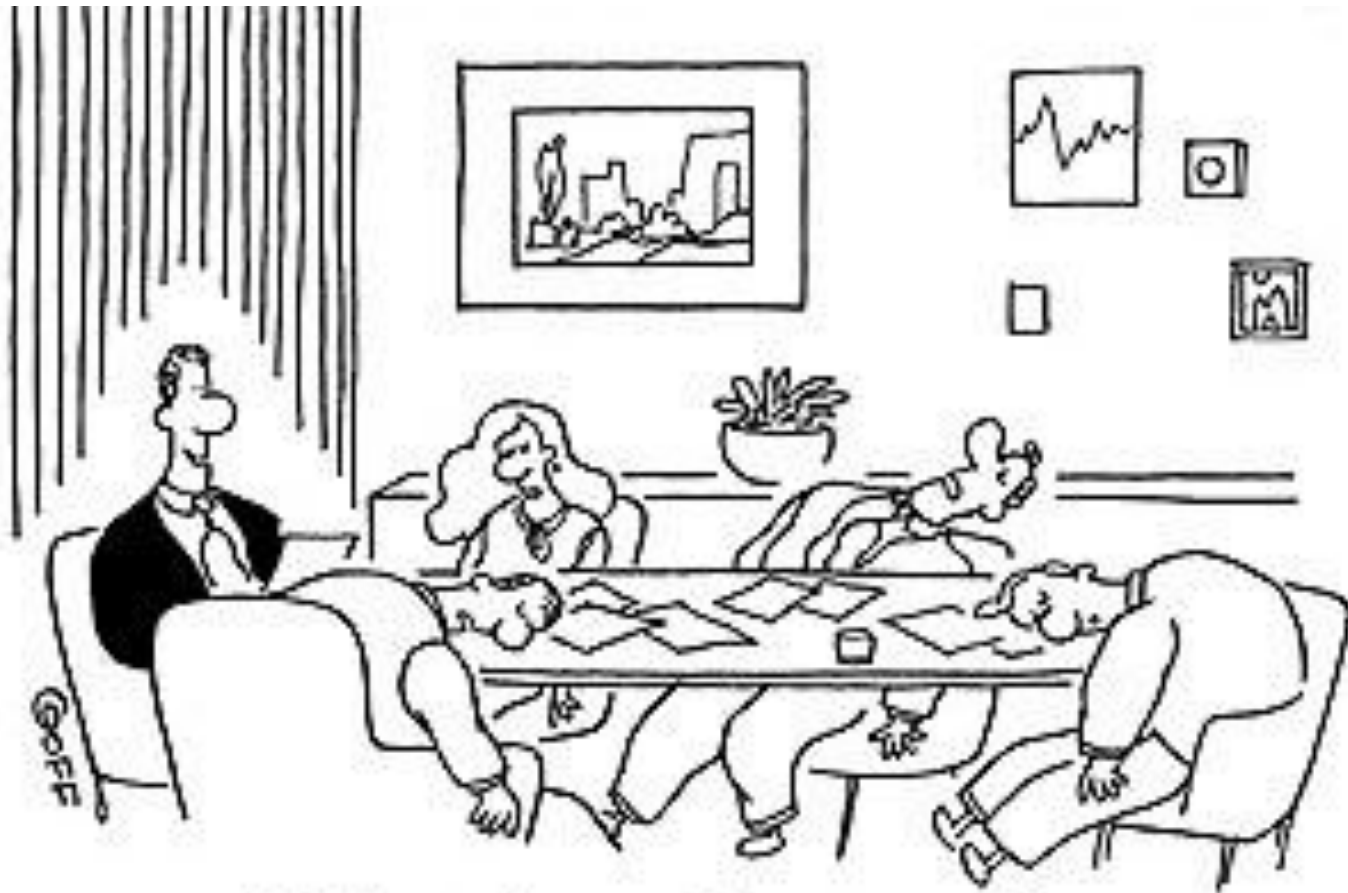
- O.R.C./O.A.C.
- Employee handbook
- Red letter guides
- Directives in memos
- Procedural manuals
- Scripts
- Guidelines
- Resource directories

# Advantages to written policies

- Establishes principles for decision making
- Creates consistency across workers/depts
- Can be locally attuned
- Creates opportunities for discussion
- Minimizes bias, curbs disparities
- Supplements training
- Promotes fidelity to (Safe and Together™) model, supports implementation
- Creates expectation of accountability

# Drawbacks of establishing policy

- May be interpreted rigidly, threatens discretion
- Someone has to draft, train and implement policy
- May create trouble, be used to support complaints
- Difficulty finding consensus
- Creates an expectation of accountability



**"At last we've reached a consensus!"**

# Group questions

- Who is responsible for developing policy for your agency? For your team?
- Share some areas you have existing policy guiding agency work (beyond IPV)
- Share if you have any policies currently guiding IPV work.



# Poll

- Thinking about the IPV Policy question on the last slide, how do you know it is agency policy?
  - A) It is in writing, and I can access it
  - B) I've been told
  - C) I've been **trained**
  - D) All of the above

# Areas for IPV Policy Development (Case practice)

## Screening

- S&T Informed scripts
- DV thresholds
- Physical, Emotional, Neglect
- Pathway Assignment
- AP/Adult Subject

## Intake/ Assessment

- Worker safety
- DV screening, separate and safe interviews
- Crisis /interim DV safety plans
- Lethality Assessment of Batterers
- Protective capacities, trauma-informed

# Areas for IPV Policy Development (Case Practice)

## Case planning

- Documentation
- Safety-oriented services/referrals
- Avoiding “failure to protect”
- Survivor packets
- Safe case closings

## Building safety with external contacts

- Advocates, co-located advocates
- Attorneys
- Law enforcement
- Schools

# Areas for IPV Policy Development (Case Practice)

## Court involvement

- Filings
- Integrating Safe and Together principles
- Attending court/DR court
- DV-informed supervised visitation

## Removals/ Placements

- Kinship and foster placements screened for DV history and sensitivity
- Trauma-informed
- Safe removals

# Areas for IPV Policy Development (Management)

## Staff development

- Building DV Competencies (Safe and Together)
- Cross-training; shadowing
- Trained supervisors
- Trained attorneys

## Collaboration

- MOUs, accountability mechanisms
- Participation in community DV initiatives
- Information sharing policies
- Access to DV expertise
- Executive leadership

# Areas for IPV Policy Development (Management)

## Infrastructure

- Data collection
- QA
- DV-informed structures Family Team Meetings, MDT, Foster Parent Training, etc.
- Departments, teams

## Resource Development

- Directory of local/regional services
- Culturally Competent resources
- Commitment to awareness and prevention

# Examples and Models

- The Impact of Batterers on Children, Ohio's Model Community Response Protocol, <http://ohiochildlaw.org/ohio-intimate-partner-violence-collaborative/>
- Hamilton Co JFS IPV Manual <https://drive.google.com/file/d/0BywhTZPoes9TOUpRMzNPMLcyRzA/view?usp=sharing>
- Examples from other states and counties
- Outline of suggested policy, <https://drive.google.com/file/d/0BywhTZPoes9TUEZqYUFydTY2U2M/view?usp=sharing>

# Examples and Models from Safe and Together™

- Safe and Together™ policy blog  
<http://endingviolence.com/2016/01/toward-domestic-violence-informed-child-welfare-agency-policy/>
- Safe and Together™ Principles and Critical Components
- Safe and Together™ Suite of Tools



# Examples and Models from Safe and Together™

- Safe and Together™ Suite of Tools
  - Case PIng w/Batterers, Day 2
  - Developmental Needs of Children, Day 3
  - Mapping Perp Patterns, Day 3
  - Mapping Surv Protective Capacities, Day 4
  - Common Thinking Errors in DV, Sup Day
  - Investigation Relationship Interview Protocol, Adv Day on Perp and Children
  - Examples of DV Survivors' Safety Planning and Strengths, Enhanced Advocacy Day

# Planning for policy success

- Consider full range of options, formal to informal
- Think strategically
  - Get buy-in, use buy-in
  - Timing
  - Resources/capacity
  - Priorities
- Find a framework for content
- Form follows function

# Planning for policy success

- Utilize technical assistance and TA days
  - Best practices, resources
  - Language
  - Referrals to expertise
- Get feedback
  - Workers
  - Legal
  - Community partners
- Monitor and revise as needed

## POLICY MAKING PROCESS



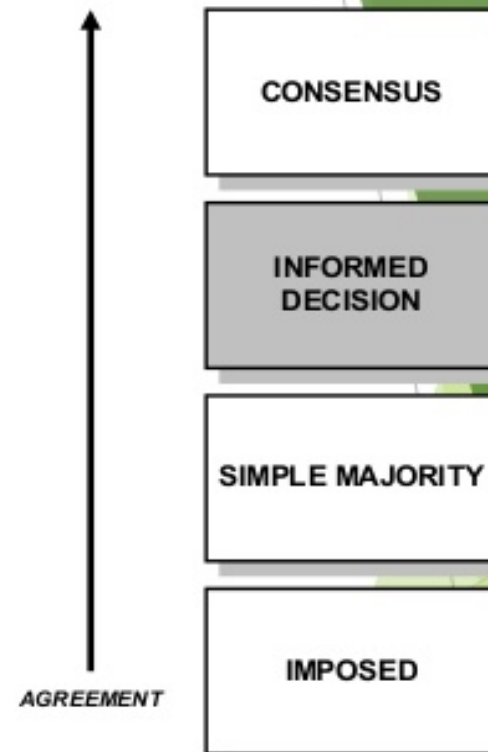
## MAKING DECISIONS

**Consensus** – working through views until agreement among all

**Informed** – analyze options through respectful discussion

**Majority** – voting by those who have authority to vote

**Imposed** – decision by one with authority

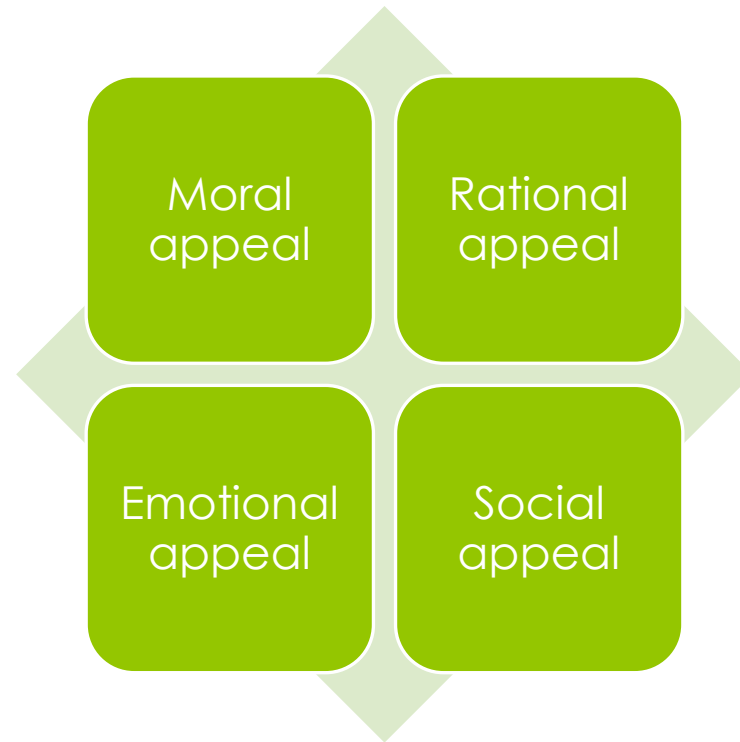




# Presenting the Policy

POLICY FORMAT		
Municipal Logo	Type of Policy	Policy # Approved by: Effective date: Department:
	<b>Policy Title</b>	
<b>Purpose of Policy</b>	<ul style="list-style-type: none"> <li>•Describes the issue the policy is meant to address</li> <li>•Describes the desired policy result and outcomes</li> </ul>	
<b>Definitions</b>	<ul style="list-style-type: none"> <li>•Defines terms included in the policy</li> <li>•Provides clarity &amp; consistent understanding</li> </ul>	
<b>Policy Statement</b>	<ul style="list-style-type: none"> <li>•Reflects relevance to organization's broad vision</li> <li>•Cites relevant laws, regulations or codes</li> </ul>	
<b>Policy Content</b>	<ul style="list-style-type: none"> <li>•Conditions, principles and applications</li> <li>•Who will administer the policy</li> </ul>	
<b>Related Documents</b>	<ul style="list-style-type: none"> <li>•Linked or superseding policies</li> <li>•Reference to implementation procedures</li> </ul>	
<b>Appendices</b>	<ul style="list-style-type: none"> <li>•Related information leading to the policy</li> <li>•Related information for implementing the policy</li> </ul>	
<b>Approval</b>	<b>Date:</b> Date of resolution by Council	

# Facilitating organizational change



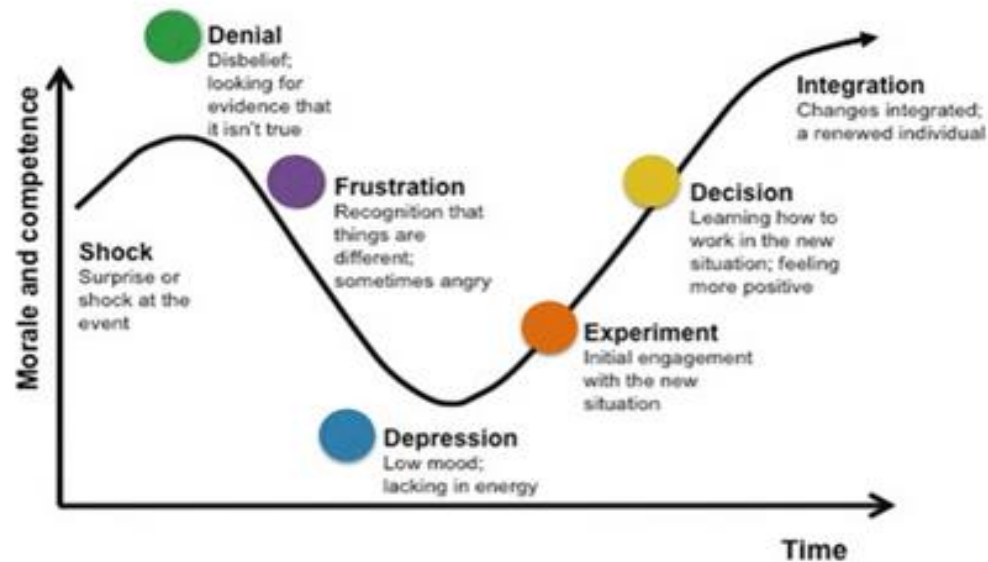


# Facilitating organizational change

- Believe that the proposed behavior will reduce risk to children or prevent the recurrence, (emotional appeal, moral appeal)
- Believe that the advantages of performing the behavior (benefits) outweigh the disadvantages (costs), (rational appeal)
- Intend to perform the behavior
- Believe that he/she is likely to encounter cases and there are consequences for non-compliance, (rational appeal)
- Possess the skills to perform the behavior,
- Believe that he/she can perform the behavior (self-efficacy),
- Believe that the performance of the behavior is consistent with his/her self-image,
- Perceive greater professional pressure to perform the behavior than not to perform it (social appeal),
- Experience fewer barriers to perform a behavior than not to perform it. (rational appeal)

# Facilitating organizational change

## The Kübler-Ross change curve



Create Alignment

Maximize Communication

Spark Motivation

Develop Capability

Share Knowledge

# Questions, Answers, Suggestions from group

# For additional information

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