

# Foster Care NRM Toolkit

FC NRM Workforce Development Team

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Licensing Division | Approved for distribution by Jason Churchwell, Workforce Development Administrator

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Washington State Department of  
**CHILDREN, YOUTH & FAMILIES**



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# Welcome



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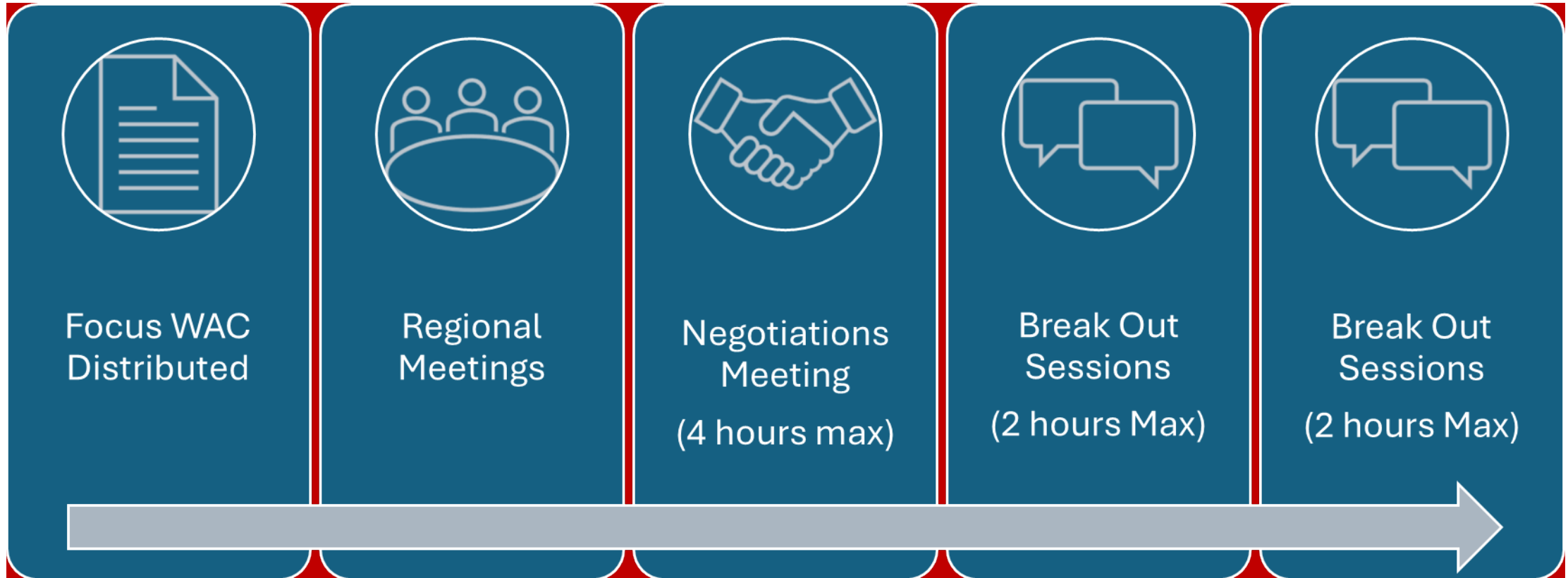
# Representatives

Caregivers Region 1	Caregivers Region 2	LD Assessment	LD SAM	Child Placing Agencies
Caregivers Region 3	Caregivers Region 4	LD Regional Licensing	LD CPS	Tribal CPAs
Caregivers Region 5	Caregivers Region 6	Lived Experience Youth	Lived Experience Parents	Office of Tribal Relations

# Caregiver Representative Regional Make Up



# Negotiation Cycle



# Preparing for Negotiations

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- Send WAC set to your group
- Gather feedback on revised WAC
- Facilitate Discussion:
  - Does the group agree with the intent of WAC
  - Group propose changes to revised WAC



# NRM Negotiations

1. **Review** WAC set during each meeting
2. **Share** your group's perspective on the intent
3. **Negotiate** changes to meet your group's needs
4. **Consensus Scale (0-5)** for the proposed WAC
5. **Vote** to reach Consensus
6. **Determine** when a WAC is unable to reach consensus and will go out to a breakout session





# Breakout Sessions



## 1. Prepare for Breakout sessions:

- The FC NRM Team will research topic areas
- Representatives will collaborate within their group on update WAC revisions

## 2. During the Breakout Session:

- Review any additional information and continue negotiations to identify a win-win

## 3. Reach consensus

# Key Concepts for Successful Negotiations

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**Youth Voice**



**Power Dynamics**



**Interest-Based Decision Making**



**Group Perspective**



**Group Agreements**



# ABCs of Negotiating



A

- Actively listen
  - Ask questions...especially “why?”
  - Arrive at decisions
- 



B

- Be willing to collaborate
  - Build consensus
- 



C

- Communicate
  - Control emotions
  - Create solutions
- 



# Fist-to-Five Process

					
<b>Closed Fist</b> No. I am blocking consensus.	<b>1 Finger</b> I have major concerns.	<b>2 Fingers</b> I would like to discuss some minor issues.	<b>3 Fingers</b> I am not in total agreement, but I feel comfortable enough to let the language pass without further discussion.	<b>4 Fingers</b> I think the language is good.	<b>5 Fingers</b> I think the language is great.

# Resources

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- [FC NRM Website](#)
- [Dcyf.fostercarenrm@dcyf.wa.gov](mailto:Dcyf.fostercarenrm@dcyf.wa.gov)
- [D.S. Settlement Lawsuit and Settlement Agreement](#)
- [D.S. Settlement Semi-Annual Report](#)



# Thank you!



**Contact:**

LD NRM Team

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