



The California Core Practice Model

“We Believe that families and the systems that serve them can grow and change!”

Since 2012 California Public Child Welfare agencies have been working on developing and implementing a consensus-based Child Welfare Core Practice Model (CPM). In order to support counties in bringing the CPM to their work, a number of key phrases have been developed. The following narrative is not intended to be a series of canned messages but rather a guide for the articulation of how each county might communicate with their staff and partners about this essential approach. We hope that each county can create messages of their own and tailored to their audiences framed from the bulleted phrases below:

The California Core Practice Model (CPM) is a unifying framework for child welfare services across the state. CPM aligns and integrates child welfare initiatives building upon the collaborative, interactive practices that agency staff at all levels and partners provide children, youth and families to improve accountability and outcomes.

- CPM is the way we do our work! Through exploration, engagement, inquiry, teaming, and advocacy we can better meet the need of those we serve.
- CPM defines the observable behaviors in our interactions with families, our workforce and our partners.
- CPM is a catalyst for system, leadership and practice change that supports a consistent child welfare practice statewide.
- CPM is guided by a theoretical framework and shared values that have been embraced by California’s public child welfare community.
- CPM provides the foundational leadership and practice behaviors enabling Child Welfare agencies to integrate and deliver *any innovation* or initiative.
- CPM forms the foundation of the Integrated Practice Model (ICPM) which adds to the CPM values, principles and child welfare specific behaviors with behavioral health and probation practice behaviors to integrate our work with shared families.
- CPM is being implemented through a systematic statewide and regional process informed by implementation science and supported by CWDA, CalSWEC, RTAs, CFPIC and CDSS.