



ACTIVE IMPLEMENTATION AND SCALING FUNCTIONS TO SUPPORT THE CALIFORNIA CHILD WELFARE CORE PRACTICE MODEL (CA CW CPM)

Active Involved Community Partnership

1. Listening sessions to learn about and begin to address historical trauma and mistrust of agencies and systems.
2. Working with community and tribal partners to identify system barriers to improved outcomes and implementing action plans to address those barriers.
3. Collaborating with community and tribal partners to establish culturally relevant and trauma-informed services to meet the needs of local children and their families.
4. Meaningfully involving community and tribal partners in training, coaching, and ongoing system supports for the CA CW CPM.
5. Establishing ongoing meetings, forums and feedback loops so that community and tribal partners are continuously connected to and informing the work.

Leadership & Management

Executive

1. Demonstrate ongoing commitment to the implementation and scaling of the CA CW CPM to achieve intended outcomes for children and families.
2. Demonstrate ongoing commitment to community and tribal partnerships to ensure cultural values and experiences are incorporated into practice and system changes.
3. Create appropriate opportunities for change within the system.
4. Nurture systems changes once they are underway.

Cross-Agency

1. Select and align agency initiatives under a common approach to practice and implementation.
2. Review and recommend solutions to shared implementation barriers and system needs.
3. Facilitate communication about agency and larger system changes and successes among and across all stakeholders and community and tribal partners.
4. Ensure that the CA CW CPM is teachable, learnable, doable, and assessable in practice.

Day-to-Day

1. Assess and create ongoing “buy-in” and readiness across the agency.
2. Install, ensure aligned operation of, and sustain implementation infrastructure and best practices.
3. Develop and implement action plans to manage stage-based work.
4. Use data, including fidelity and outcome data, for continuous improvement.
5. Involve key agency and community partners, including youth and families, in implementation activities and decision-making for agency improvement.
6. Organize and direct the day-to-day flow of information to support implementation.
7. Identify and address implementation barriers and ensure the spread of solutions to support successful implementation.

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CA CW CPM Delivery Support

Staff Competency and Confidence

1. Select staff who demonstrate alignment with the philosophy, values, and principles of the CA CW CPM.
2. Develop staff members' initial knowledge, skills, and abilities to practice the CA CW CPM.
3. Improve staff members' ongoing ability to effectively practice the CA CW CPM across diverse families and contexts.

Quality and Outcome Monitoring for Agency Improvement

4. Assess whether the core components of the CA CW CPM are consistently being delivered as intended.
 5. Gather, manage, and report data about the CA CW CPM and its implementation to inform ongoing decision-making and continuous quality improvement.
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Agency-Wide

Ongoing Learning

1. Prioritize learning for continuous improvement.
2. Value the youth and families' preferences and experiences.
3. Use data to make decisions.
4. Take time to identify and build readiness for the next right steps.

Active Problem Solving

5. Identify local administrative and service delivery needs and respond with facilitative solutions.
 6. Identify larger system needs and advocate for appropriate solutions with system partners.
 7. Use appropriate technical and adaptive strategies to respond to larger system and internal service delivery challenges.
 8. Communicate purposefully and regularly to nurture engagement across the agency and community.
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