

SAMPLE THEORY OF CHANGE

CPM Quality, Outcomes, and System Improvement

Establishing a CPM Theory of Change (TOC) can help leadership, staff and partners anchor to the same CPM understanding and vision. By laying out long-term goals and the necessary pre-conditions to achieve those goals, a CPM TOC sets the stage for more detailed discussions about local implementation and the outcomes to be achieved. Here is a sample TOC (*adapted from Santa Clara County*) that counties may use or adapt to create a local CPM TOC.

Sample CPM Theory of Change

The following theory of change, together with a series of guiding principles, sets the foundation for our CPM practice approach with children and families.

IF families are empowered, respected, and connected to the intrinsic supports within their community through high quality CPM-driven services;

IF the family's values and culture guide the individualized interventions they receive from committed, ethical staff well-versed in trauma-informed services;

IF the responsibility for child safety and well-being is shared between our child welfare agency and the community;

IF California's county child welfare agencies and their partners co-create a supportive and engaging cross-system environment so that the CPM will be implemented with fidelity, and;

IF we continually measure our success and use CPM implementation and outcome data to improve practice and maximize positive results...

THEN we are more likely to ensure that children are safe and that families are stable and supported in the context of community to meet their children's needs. We are also more confident that our agencies, staff, and communities are optimally aligned to have the ongoing implementation supports in place to ensure better child and family well-being outcomes.

Related Resources

While a CPM TOC emphasizes the CPM intervention itself and how it will lead to change, outlining the local CPM implementation plan as a simple short-term logic model provides a concise picture of implementation efforts and the strategic thinking behind the plan. This can be an effective way of engaging others in CPM change strategies and identifying data for monitoring plan progress and ongoing decision-making. (<https://calswec.berkeley.edu/qosi-tools-and-resources>)