Where Are We Now?

Self-Assessment Tool and Process for Implementing the CPM

Skill Building Webinar for County Leaders

November 6, 2017 at 2pm – 4pm

Repeated → November 8, 2017 at 10am - Noon

UNC FPG CHILD DEVELOPMENT INSTITUTE

CALIFORNIA CHILD WELFARE CORE PRACTICE MODEL
A Guiding Framework for Child Welfare Practice

CFPIC | Child & Family Policy Institute of California

Learning Objectives

Through this Webinar you will learn…

I. How self-assessment is the first of a 3-stage process to help counties initiate local CPM implementation planning

II. How knowing "where we are" builds buy-in and readiness for planning to implement CPM locally

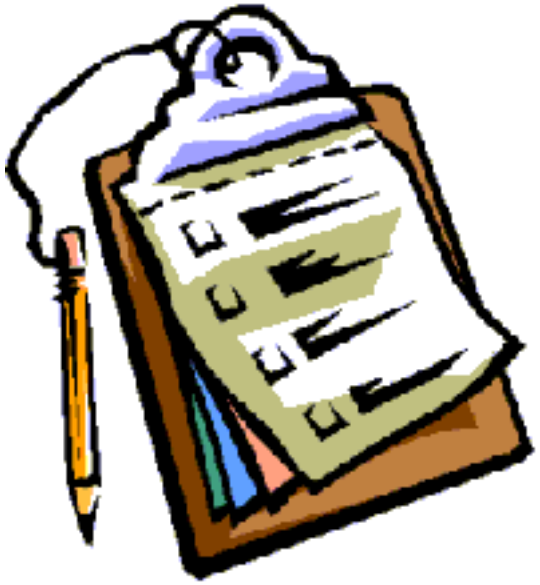
III. How implementation planning aligns with the Directors Institute and ongoing activities in 2018

IV. What the CPM Implementation Snapshot looks like and how to use it with our team

V. How to access support and guidance along the way

Today's Agenda

- Setting the Context for CPM Implementation Planning
- Benefits of Knowing Your Starting Point
- Touring the Snapshot: Where Are We Now?
- Pacing the Process for Local Engagement
- Next Steps



Setting the Context for CPM Implementation Planning

Process, tools and support

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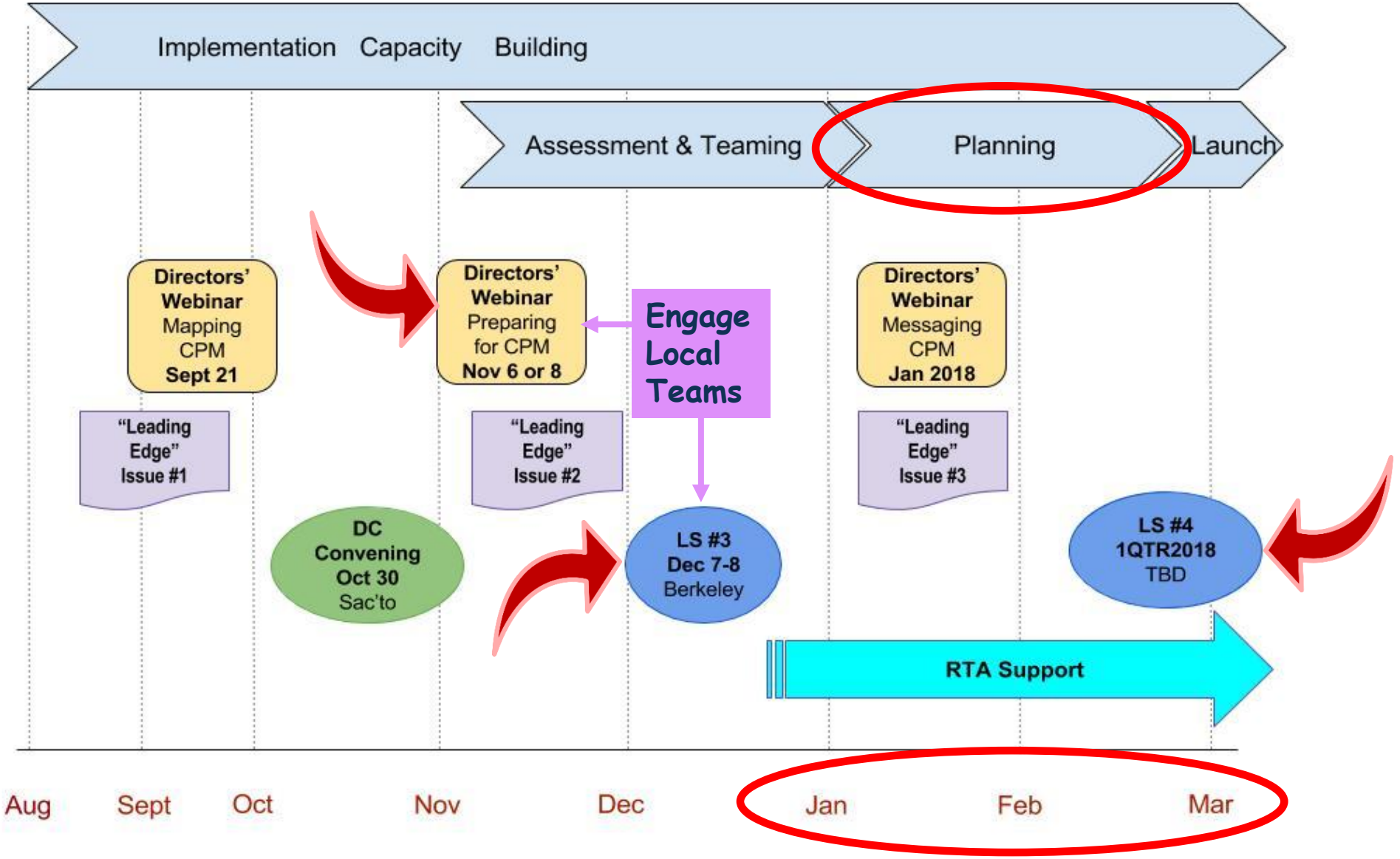
CPM Implementation Planning: 3-Stage Process

Phase	Process	Tools
Self Assessment	• Examine current reality • Interpret the results	Where Are We Now Snapshot
Implementation Planning	• Identify critical priorities to address • Define what success looks like • Plan the steps to get there	Implementation Plan Template
Supporting Success	• Identify support needs • Select tools & resources from Implementation Toolkit generated by DCs • Submit support request to regional point of contact	Dev Circles Toolkit Support Request

Today's Focus

Directors' Roadmap Extended:
CPM Implementation Planning



Know Your Starting Point

Where are we now with CPM Implementation?

Implementation is a Process:
Strengthening Systems for Social Impact

Implementation Capacity & Performance
(people, processes, using data, active and engaged partnerships)

Evidence-Based, Effective Strategies **×** Local Capacity & Practices for Active Implementation **=** Supportive and Efficient Child & Family Service Systems **+** Improved safety, permanency & wellbeing for children, families, communities

COMPLEX, SHIFTING CONTEXT

"*What it Takes*" for Implementation: **Development Circles**

1. *A focus on people matters.*
   - ✓ **Workforce Development** (Training, Ongoing Coaching for all staff)
2. *A focus on the organization matters just as much if not more AND*
3. *Leadership for change lives at multiple levels.*
   - ✓**Organizational Readiness Building**
     (Linked Leadership and Implementation Teams, practices to strengthen organizational climate)
   - ✓**Engagement, Relationships, and Partnership**

4. *Supporting use of the practice model is a deliberate, ongoing process.*
   - ✓**Quality, Outcome, and System Improvement**

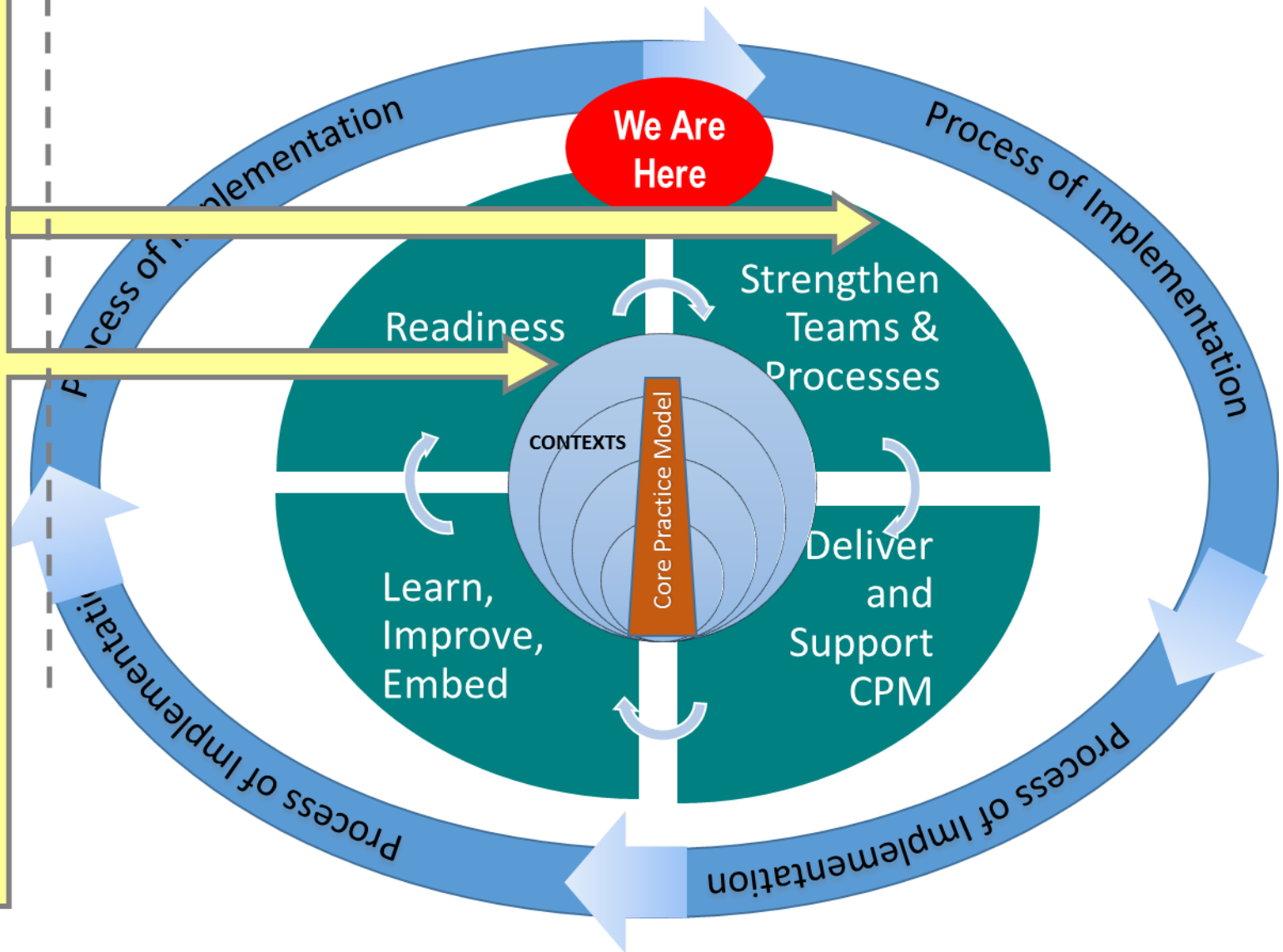
Building Statewide Capacities to Implement the CPM Directors Institute Development Circles (DC):

DCs are designing and testing the feasibility, utility, and versatility of resources and tools that *COUNTIES can then use to understand and build their own readiness and capacities for implementation.* The process of CPM implementation belongs to each County.

DC resources and tools address core implementation capacities:

- Organizational Readiness Building
- Partnership & Engagement
- Workforce Development
- Quality & Outcomes for System Improvement

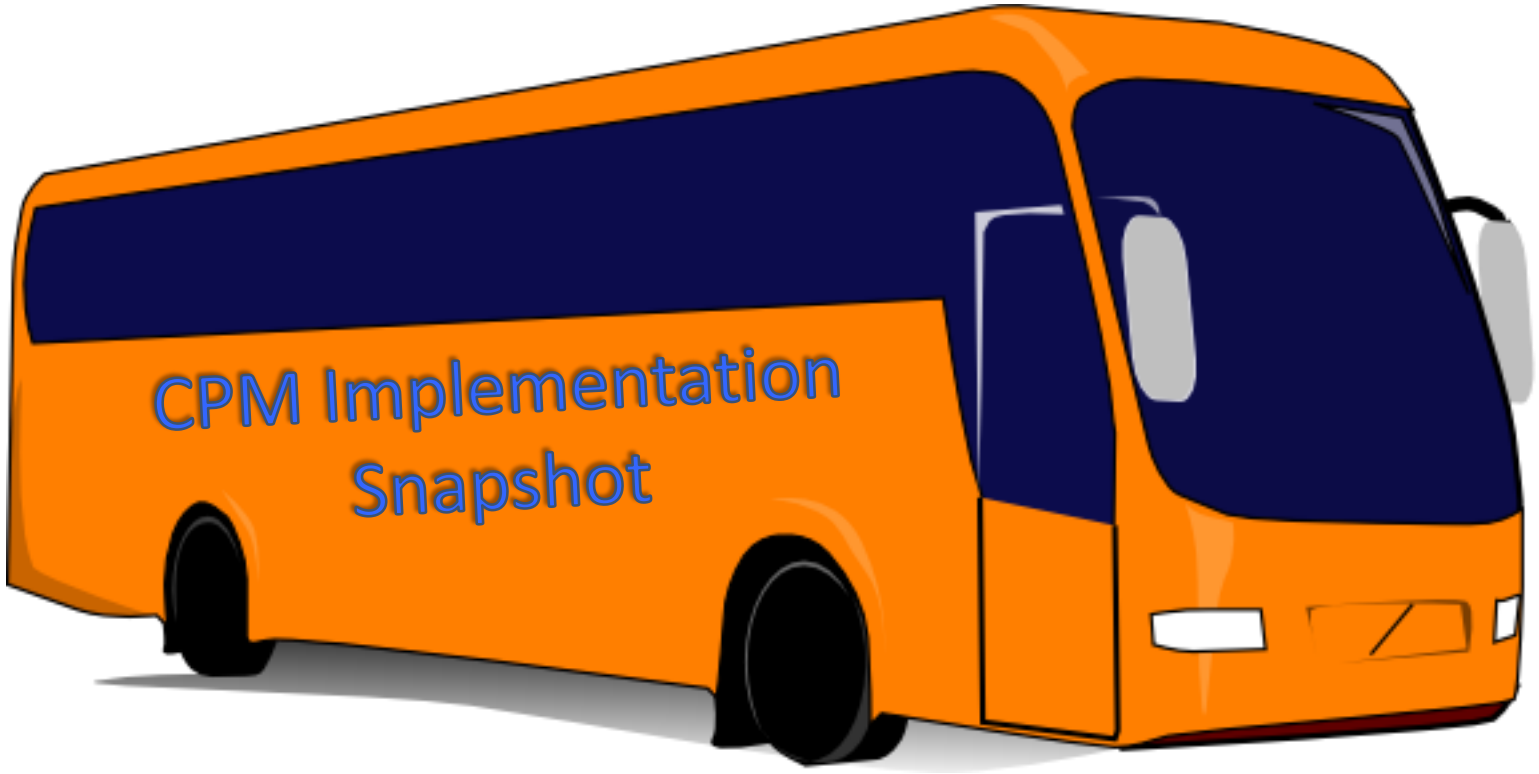
County Implementation of the CPM



CPM Implementation Snapshot: *Where Are We Now?*

"County Logistics"	5 items
Core Elements of Quality Implementation	
Organization and Leadership	9 questions: Strategic Direction – Leadership – Resources – Teaming for Implementation – Communication
Workforce Development	9 questions: Recruitment/Selection – Training – Coaching – Supervision
Using Data for Understanding & Improvement	7 questions – Data Availability – Data Utilization – Logic Model – Evaluation
Strengthening Partnerships for Systems Change	16 questions – Engagement – Relationships – Partnership
	TOTAL: 46 items

Touring the Snapshot Questionnaire…



Benefits of knowing your starting point

- Supports paying attention to key factors related to readiness for and building quality implementation
- Helps customize your focus for implementation planning purposes
- Helps your team 'get on the same page'
  - Raises awareness of current realities—strengths and opportunities for growth
  - Suggests ways to engage leadership team in contributing shared perspective to collectively gauge where things are
  - Helps identify team configuration for CPM implementation leadership and day-to-day oversight

Questions About…
CPM Implementation Snapshot

Let's Hear from You

- In what ways can you see your county using the Snapshot to generate buy-in for upcoming CPM implementation activities?
- What might you learn from completing the Snapshot that you can use to discuss CPM with partners and other stakeholders?
- Any county interested in testing the Snapshot early?

Pacing the Process

Practicing CPM Leadership Behaviors as the Process Unfolds

Value of Local Engagement

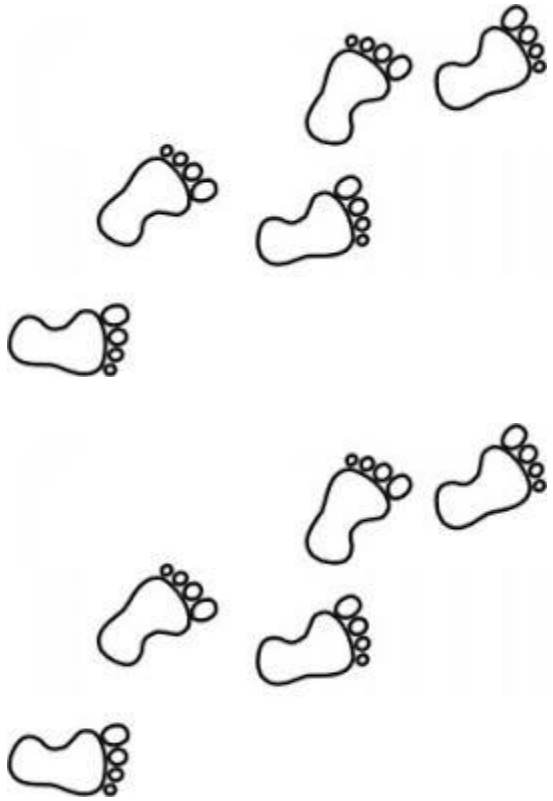
- Brings people along in what's happening by involving them early
- Opportunity to link Development Circle work to self-assessment process
- Models CPM Leadership Behaviors related to teaming, assessment and engagement
- Allows time to consider who needs to be at the table to generate an objective assessment of where we are now

Take Away Activity for Local Engagement

Host a conversation about readiness for CPM implementation planning among CWS leadership team:

1. *Generally, how would we describe where we are in the process of implementing the Core Practice Model (CPM)?*
2. *What does full implementation of the CPM mean to us?*
3. *How can this Snapshot help us understand and strengthen our local efforts to implement CPM?*
4. *Who needs to be involved in the process of completing the Snapshot questionnaire for our county?*
5. *What would they need to meaningfully contribute to completing the Snapshot for our county?*
6. *What's a first step we could take locally to "get ready" for completing the Snapshot?*

Next Steps



1. Nov 10: Email “Take Away Activity” instructions to webinar registrants and Directors
2. If you have questions or need support, contact:

   stuart.oppenheim@cfpic.org
3. Recording of this webinar will be posted to CalSWEC website:

   http://calswec.berkeley.edu/background-materials-related-practice-model