

The Road Less Traveled:

The Journey Toward Fidelity for an Evolving Child Welfare Practice Model



If you want to go fast, go alone. If you want to go far, go with others. – African Proverb



Share the Road

- Community and Tribal Partnerships are at the core of ALL of the CAPP practice development, implementation and fidelity testing work.
- Our journey began through the engagement and involvement of Communities and Tribes.
- Together we conducted a review and analysis of the local county child welfare systems, uncovering themes of system and practice barriers.



Construction Ahead – Intervention

CAPP Practice Model was inspired by and co-created with community and Tribal partners, to address practice and system barriers:

1. Weak and Insufficient Engagement Practices
2. Lack of Family Voice and Urgent and Sustained Permanency Focus
3. Lack of Relevant, Timely, Well-Coordinated Services
4. Lack of Accurate Understanding of Family Strengths and Needs

Child Welfare staff working with communities and Tribes and conducting research of the literature in child welfare began the long process of designing and developing a practice model. The Child and Family Practice Model includes key elements and behaviors that support interactions with children and families that:

- Lean In – Meaningfully engage and empower families
- Lift up – Empower families to advocate for needed supports and services
- Connect – Bring a natural circle of family community and tribal supports together
- Culture – Support families in using cultural practices to promote healing and wholeness

Merging Traffic - Implementation



- Research and practice has shown that proven interventions must be consistently and systematically implemented as intended for outcomes for children and families to improve.
- Community and Tribal partners are an essential part of the process from the beginning and are involved in implementation supports such as training and coaching.
- Implementation science must be applied at all levels of a system from practitioners in a child welfare agency to the county and state agencies providing child welfare leadership, oversight and policy.
- The larger environment – organization and systems – must be supportive and able to help “drive” the success of the intervention.
- The “implementation drivers” are fundamental organizational supports that ensure the intervention is used as intended and reaches those it is designed to serve.
- Four separate county jurisdictions, each responsible for their own child welfare system, have come together to test the practice model.



Unpaved Road Ahead – Designing Fidelity

- The CAPP Fidelity Assessment protocol is being designed with community and Tribal partners – together we are working to develop a precise, valid, reliable measurement.
- Developing processes that make use of real time social work activities, such as family team meetings, are helping to increase the feasibility of fidelity assessment.
- It will help us understand if the Practice Model is being practiced as intended.



Traffic Circle – Fidelity Partnerships

- The rigor of fidelity is being coupled with the important insights of community and Tribal partners – they act as observers in the process and provide unique perspectives.
- Community involvement has been consistent throughout – from design to implementation of the practice model to examining its delivery and impact.
- This strengthens the ability to detect, improve, and ensure a supportive, transparent, accountable system for the practice model.



Observation Point – Fidelity Protocol

- The Fidelity Assessment Protocol includes:
 - Direct Observation by a team which includes an agency coach and a community or tribal partner
 - A System Support Survey
- Direct Observation provides information on the child welfare agency's interactions with the family in a teaming event.
- Community and Tribal Members participate as independent observers.
- System Support Survey identifies how the child welfare organization and system supports practitioners and enables effective practice.



Vista Look Out – What's Ahead

- CAPP will continue to refine the practice model and implementation supports to achieve our desired outcomes.
- CAPP's process is enabling everyone involved in system improvement to reflect and refine the practice model they created together.
- Refining the fidelity assessment instrument and the process through concrete behavioral rating scales and certifying a standard of competence is the next step.
- Ongoing improvement cycles will maintain consistent attention to science and practice to achieve desired outcomes.



Children at Play – Outcomes

- Destination: Improved child safety and well being and a reduction in long term foster care.
- CAPP's long term goals:
 - Reduce the number of children in long-term foster care;
 - Increase the number and timeliness of permanent exits from foster care;
 - Decrease re-entry into foster care;
 - Decrease non-permanent exits from foster care; and
 - Reduce disparity in achieving outcomes for certain populations of children at highest risk of long-term foster care.

"Let us put our minds together and see what life we can make for our children." – Sitting Bull



California Partners for Permanency
Reducing Long-Term Foster Care
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PERMANENCY
 INNOVATIONS
 INITIATIVE



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