



Building Evidence: Implementation, Evaluation and Institutionalization of Improvement Initiatives in Child Welfare

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Today's Presentation

- o Review of Learning Objectives
- o Context for Toolkit Development
- o Framework of Toolkit Approach
 - o Review of Toolkit components
 - o Review of Framework/flow chart
- o LINKAGES example
- o Group discussion

Learning Objectives

- o Participants will understand the role of implementation toolkits in standardizing and systematically evaluating practice improvements.
- o Participants will understand the process of developing an implementation toolkit as part of a systematic implementation strategy.
- o Participants will be able to strategize about how they might use an implementation toolkit in their current work

Context for Change

- o Over the years we have witnessed—and participated in—innovations that have come and gone
- o Various levels of impact
- o Some elements have remained
- o All are “add-ons” to an overloaded existing system
- o None have created wide-spread systemic change that can be sustained without external support

Human Services Assumptions and Challenges

Assumption:

- o Best Practices are those that produce positive client-level outcomes
- o Best Practices can be recreated in different jurisdictions

Challenges:

- o To Understand how Best Practices produce positive outcomes
- o To understand what is necessary to translate good ideas from one jurisdiction into effective practices in other places?

What We Need to Know

Best
Practices

?

CWS
Outcomes
Adult Services
Outcomes
Self-
Sufficiency
Outcomes

?

Replication

Focus on Evidence-Based Practice

- o Current national focus on identifying evidence-based practice
- o Recognition of need to understand how certain activities produce good outcomes
- o Belief that once EBPs are identified the battle has been won
- o Not as much focus on how to bring EBPs home
- o Need a framework to ***build evidence*** as well as ***replicate existing EBPs***

Case for Implementation

- o “Those who set out to change schools and schooling are confronted with two enormous tasks. The first is to develop prototypes. The second involves large scale replication. One without the other is insufficient. Yet considerably more attention is paid to developing and validating prototypes than to delineating and testing scale-up processes. Clearly it is time to correct this deficiency
- o *Taylor, Nelson, and Adelman, pg. 322, Implementation Research Mongraph*

California's Challenges

- o State Supervised, County Administered System
- o Large and diverse—58 counties from the very small to Los Angeles
- o Promising practices are installed in limited number of counties, with various time-limited funding sources (foundations, state, federal government)
- o Many reforms are 'Home-grown' and not based on existing EBPs.
- o Spread and sustainability requires significant resources, including but not limited to \$\$

CWS Challenges

- Relatively small number of evidence based practices, especially for public agencies
- Implementation science has not informed the strategies for developing and installing CWS practices
- Governments and other funders want to achieve results but don't know how to get there
- Most promising practices do not have a framework for developing standardized practice (fidelity) that can be evaluated and replicated

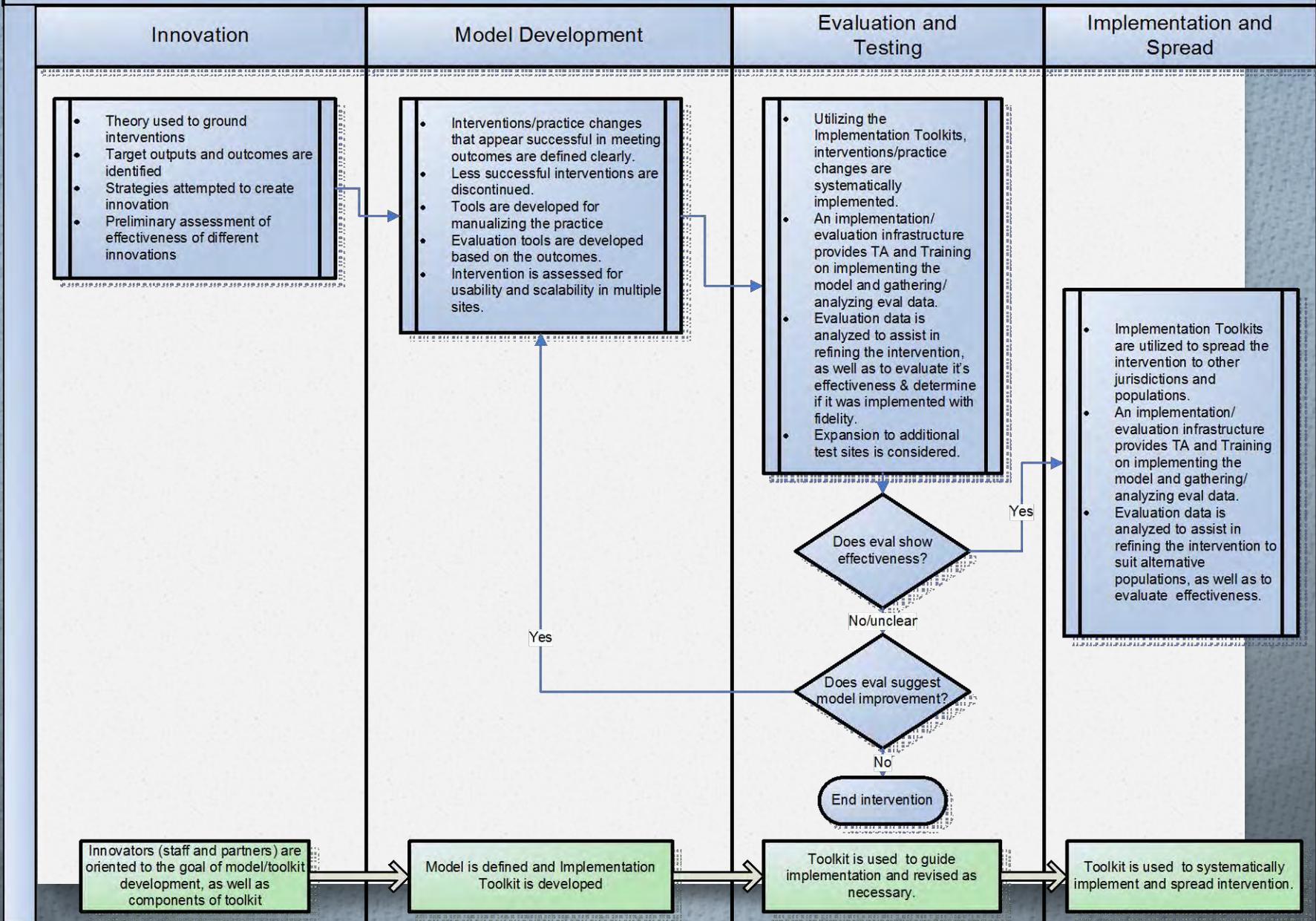
The Toolkit Imperative

- o CalSWEC, CDSS, CFPIC, and other partners developed a toolkit approach to promote:
 - o Standardized practice
 - o Systematized installation and replication
 - o Collaboration of practice, coaching and training strategies
 - o Evaluation of results
 - o Web-based access in a relatively standard format
- o An intentional approach to spread and sustainability of promising practices that begins at the conceptualization of new practices, not once they have been installed

The Toolkit Components

- o Definitional Tools*
- o Engagement and Communication Tools*
- o Assessment Tools*
- o Planning Tools*
- o Training, Coaching, and Transfer of Learning Tools*
- o Evaluation Tools*
- o Policy and Procedures Tools*
- o Fiscal/Funding Tools*

PHASES OF INITIATIVE DEVELOPMENT AND IMPLEMENTATION



Challenges in Toolkit Development

- Time intensive
- Retroactively creating toolkits from existing practices is difficult
- Even seemingly well-developed and implemented practices are often not well defined
- Culture shift from focus on individualized development of custom practices to standardized practice (with some flexibility)

LINKAGES

- o What is Linkages?
 - o CalWORKs (TANF) & CWS collaboration to better serve mutual families and improve outcomes
 - o Began in 2000 with private funding
 - o Continued under the Federal Grant in 2006 to expand, enhance and measure the impacts of Linkages
 - o Currently 29 counties involved in the Project

Foundation of the Vision

- Poverty is a risk factor for child abuse and neglect:
 - Families with annual incomes below \$15,000, compared to families with annual incomes above \$20,000 are over 22 times more likely to experience some form of maltreatment.
- (US Dept HHS)

Shared Vision

- o CalWORKs can serve as a child abuse prevention program by providing families the resources they need to promote self-sufficiency and well-being for their children
- o Child Welfare Services can serve as an anti-poverty program in helping families achieve self-sufficiency

PROGRAM GOALS

- o Coordinate Case Planning on mutual families being served by child welfare and CalWORKs
- o Create agency environments that share resources to better serve vulnerable families
- o Support mutual program goals

Linkages In A Box

- Fourth year into the Project the desire to:
 - Clearly define the practice
 - Provide a Road Map for developing a Linkages initiative
 - Share the experience and knowledge we have gained

The “Box” became the Toolkit

On-Line View

The screenshot shows a web browser displaying the 'Linkages Toolkit' website. The page has a blue header with the title 'Linkages Toolkit' and a search bar. Below the header is a navigation menu with tabs for 'Toolkit Introduction', 'Definitional Toolkit', 'Assessment & Planning Toolkit', 'Communication Toolkit', 'Training Toolkit', 'Evaluation Toolkit', 'Fiscal Toolkit', and 'Sustainability Toolkit'. The 'Toolkit Introduction' tab is selected. The main content area features a heading 'Welcome to the Statewide Linkages Toolkit' and several paragraphs of text. On the right side, there is a list of links to other toolkits. At the bottom, there are sections for 'Subpages (9)', 'Attachments (0)', and 'Comments (0)'. The browser's status bar at the bottom indicates 'Internet | Protected Mode: On' and a zoom level of 100%.

Linkages Toolkit Search this site

Toolkit Introduction Definitional Toolkit Assessment & Planning Toolkit Communication Toolkit Training Toolkit Evaluation Toolkit
Fiscal Toolkit Sustainability Toolkit

Toolkit Introduction

Welcome to the Statewide Linkages Toolkit

Linkages in California: Families facing poverty and child maltreatment are in crisis. Our separate service systems are often at cross-purposes, compromising our ability to serve children and families well. By Child Welfare Services and CalWORKs working together, children and families can be safer, stronger and more economically self-sufficient.

How the Toolkit Can Help: The experience of more than 30 operating Linkages programs has highlighted essential ingredients for successful service coordination. Taken together, these elements help counties launch, revitalize or improve their Linkages programs.

What You'll Find Here: Seven toolkits offer recommendations, guidelines, information and samples useful for counties interested in Linkages. Each toolkit contains overview information, suggested steps, items to consider and success stories from operational counties.

Where to Start: If you're a county considering bringing Linkages on board, start by familiarizing yourself with the overall flow of the toolkits, then dive deep into the Definitional Toolkit and proceed through the others in order. If Linkages is up and running in your county, find the toolkit that best matches where you need refinements or fresh ideas.

More information about Linkages: [Linkages Background](#)

Subpages (9): [Assessment & Planning Toolkit](#) [Assessment Toolkit](#) [Communication Toolkit](#) [Definitional Toolkit](#) [Evaluation Toolkit](#) [Fiscal Toolkit](#) [Linkages Background](#) [Sustainability Toolkit](#) [Training Toolkit](#)

Attachments (0)

Comments (0)

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Discussion

- o Think about an initiative that you are involved in/developing
 - o What components of the toolkit would be easiest and are best developed?
 - o Which components would be more challenging? Why?
- o What feedback do you have about the toolkit process? Components?

More information

- o Implementation Toolkit webpage:

http://calswec.berkeley.edu/calswec/implementationTk/impTk_home.html

- o LINKAGES webpage:

http://cfpic.org/linkages/linkages_001.htm

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