

Overview of the California Child Welfare Core Practice Model (CPM)



Child Welfare Core Practice Model (CPM)

CPM is a statewide model for child welfare practice that defines and prescribes shared values, practice elements and practice behaviors for staff in all counties in California



Goal of CPM

To define California's Child Welfare Services as a profession grounded in theory, with a set of core values, common elements and identified behaviors

Collective Effort

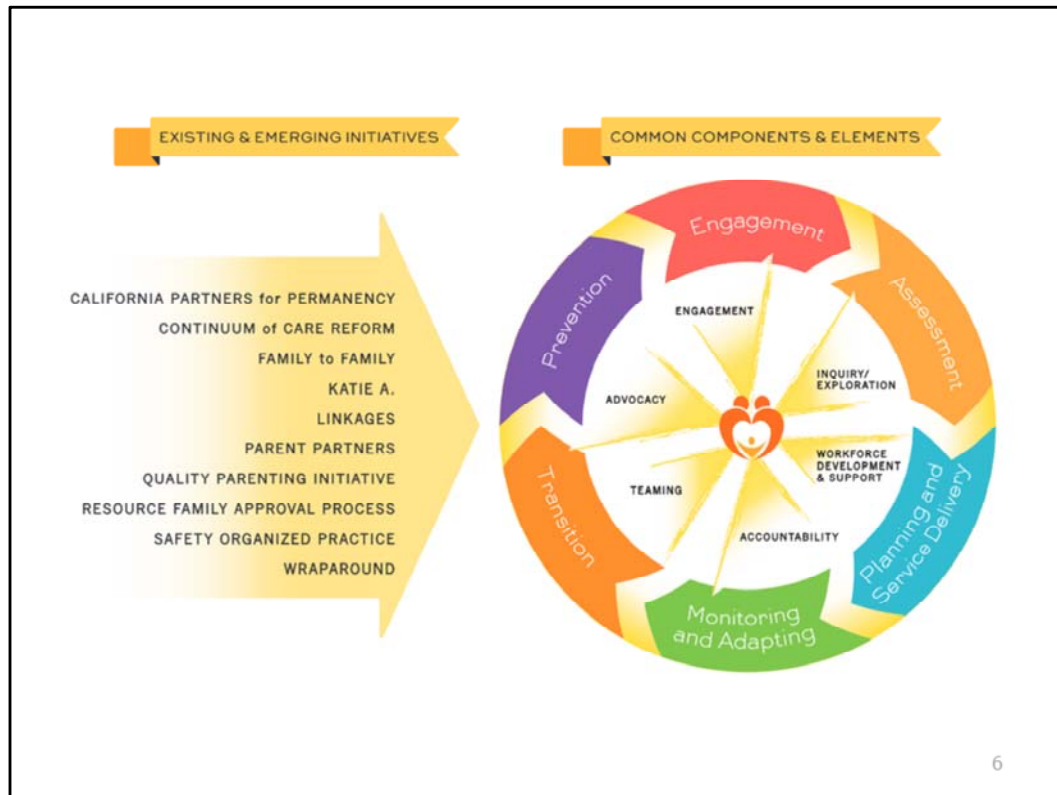
- Statewide effort to develop shared values, practice elements and practice behaviors for child welfare staff and leaders
- Process began in 2012
 - Core Practice Model Design Team
 - Directors Institute Faculty
 - Development Circle Champions
 - Directors, Managers, Supervisors, Social Workers, Community Partners across the state

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Explain that this is somewhat confusing as far as names of initiatives. There is also a Core Practice Model for Katie A. and the State is developing an Integrated Core Practice Model derived from that; however, CPM is separate endeavor.

Builds On Many Key Initiatives

- Integrates key elements of existing initiatives and practices, such as:
 - Katie A. (Core Practice Model)
 - Wraparound
 - Continuum of Care Reform
 - Child & Family Team Meetings
 - Safety Organized Practice



Values of CPM: We Believe...

Prevention & Early Intervention
to Keep Children Safe

Honoring Families' Experiences &
Building Partnerships Based on
Mutual Respect & Trust

Lifelong, Loving Families &
Connections

Services for Youth that Support
Well-Being & Full Potential

Honestly Sharing Strengths &
Concerns to Engage Families

Listening to Families to Learn
About Culture & Community

Families Can Grow & Change

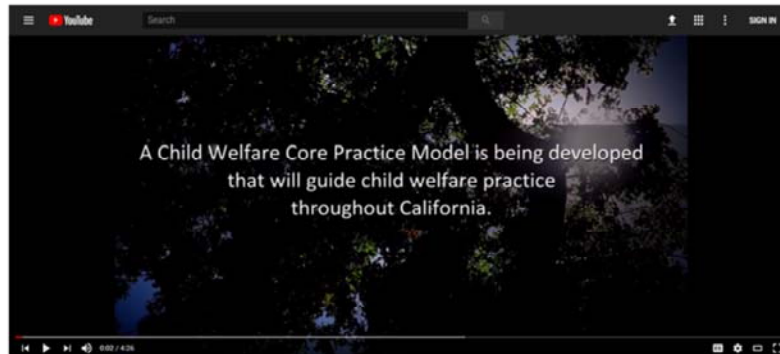
Connecting Families with Effective,
Family-Focused Strength-Based
Services & Supports

Building a Competent, Professional
Workforce through Quality
Recruitment, Training & Support

Individual Development, Critical
Thinking, Self-Reflection & Humility

Organizational Culture & Climate
that Supports Learning &
Development

CPM Video



https://www.youtube.com/watch?v=-Vx_N29hy4k&list=UUUV0YoKML6gwkbY11PbJXPSA

CPM Practice Elements

- Engagement
- Inquiry/Exploration
- Advocacy
- Teaming
- Accountability
- Workforce Development



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The practice elements of the CPM link the values and principles to the core aspects of practice that are essential to the model's success. They are the broad actions essential to promoting safety, permanency, and well-being for all children and youth.

Each element is further defined and operationalized in practice behaviors that guide social workers in their practice with families, children, youth, young adults, caregivers, and communities.

CPM Casework Components

- Prevention
- Engagement
- Assessment
- Service Planning & Delivery
- Monitoring & Adapting
- Transition




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The practice components are the basic activities of collaborative work with children, youth, and families involved with child welfare. They are:

- **PREVENTION** – Child welfare prevention efforts focus on reducing risk factors and strengthening or increasing protective factors in families through a variety of programs and initiatives including differential response and home visiting.
- **ENGAGEMENT** – Family engagement is a family-centered and strengths-based approach to partnering with families in making decisions, setting goals, and achieving desired outcomes. It is founded on the principle of respect— communicating openly and honestly with families in a way that supports disclosure of preferences, family dynamics and culture, and individual experiences, so that the individual needs of every family and child can be met.
- **ASSESSMENT** – Assessment is a continuous process of discovery with families that leads to better understanding of the events and behaviors that brought the children and families into services, helps families identify the underlying needs that affect the safety, permanency, and well-being of the family, children, and youth.
- **SERVICE PLANNING AND DELIVERY** – Service planning involves working with the family and their team to create and tailor plans to build on the strengths and protective capacities of the youth and family members, in order to meet the individual needs for each child and family.
- **MONITORING AND ADAPTING** – Monitoring and adapting are part of the practice of continually monitoring and evaluating the effectiveness of the plan while assessing current circumstances and resources. It is the part of the planning cycle where the plan is reworked as needed.
- **TRANSITION** – Transition is the process of moving from formal supports and services to informal supports, when intervention by the formal systems is no longer needed. Transition also addresses issues related to changes of social worker, placement and other changes on the case that affect youth and families.

CPM Practice Behaviors

- Foundational Behaviors
- Engagement Behaviors
- Assessment Behaviors
- Teaming Behaviors
- Service Planning & Delivery Behaviors
- Transition Behaviors



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

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Core Practice Model behaviors are the action oriented aspect of the practice model that defines expected leadership and social work practice. For practitioners they bring the model's theoretical framework, values, and elements to life by clearly describing the interactions between social workers and families, children, youth, young adults, communities, and tribes.

Practice behaviors provide guidance about how to use the practice model, ensuring staff and agency behavior are consistent with the practice model's theoretical framework, values, and elements.

Leadership behaviors provide parallel guidance to [Directors, Managers, Supervisors, and others in bringing the model's theoretical framework, values, and elements to life by clearly describing the interactions between agency leadership and staff, and also between agency leadership and external stakeholders, in implementing the California Child Welfare Core Practice Model.](#)

[HANDOUT: CPM Practice Behaviors](#)

[FACILITATOR NOTE: IN SMALL GROUPS OR PAIRS, COMPLETE THE FOLLOWING ACTIVITY:](#)

- [1. Have the small groups take turns reading the behaviors outlined in Foundational Behaviors; then on sticky notes ask individuals in each group to quickly jot down the ways in which they are already using these behaviors in practice with each other and with children and families \(give them 1-2 minutes to brainstorm on sticky notes\); at the end of that time ask them to spend 2-3 minutes sharing these with each other; next ask them to brainstorm on sticky notes the ways in which they might enhance the use of these behaviors in their everyday interactions with each other and with children and families \(give them 1-2 minutes\); once they are done with that they spend 2-3 minutes sharing with the small group – total time is about 10-15 minutes](#)
- [2. Repeat the above process with each of the behavioral approaches \(Engagement, Assessment, Teaming, Service Planing & Delivery, Transition\) giving the same times for each one – total for all areas will be about 60-90 minutes depending on how much time you a lot to each one](#)
- [3. Last activity is to ask folks to think across what they have learned today and pick one area to work on over the next few weeks, write it on a sticky note and post somewhere that they will see it everyday – give a minute or two.](#)
- [3. Enhancement is to have each group have a table flip chart page where each of the behavioral categories is written and they post their sticky notes to the flip chart page they worked on – then someone types up and gives back to the group involved so that they can see how they are already using these behaviors](#)

CPM Rollout

- March-December 2017 - Directors' Institute
- April-December 2017 - Development Circles
 1. Engagement, Relationships & Partnership
 2. Organizational Readiness
 3. Quality, Outcomes & System Improvement
 4. Workforce Development
 - a. Bringing It to Life
 - b. Recruitment & Selection
 - c. Training & Coaching
- January 2018 – Rollout in all counties

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The Directors' Institute is a series of convenings, webinars and calls for directors to support implementation of CPM. Several directors serve as Champions for CPM implementation, taking a special role in advising the CPM process and a leadership role in the implementation effort with their peers.

Development Circles are a set of workgroups that are focused on different implementation drivers and supports for CPM implementation. The Development Circles are actively meeting and working to develop various implementation tools that will be "tested" by various counties over the next few months.

Questions for Discussion

- What have you heard about the Core Practice Model that you value?
- In what ways do you think it might lead to improved child welfare casework in California?
- Do you have any worries about CPM?
- Any questions about CPM?