

# Safety Organized Practice (SOP) Backbone Committee

## Membership Roles & Expectations

**Vision:** *California child welfare practice integrates the main components of Safety Organized Practice in support of safety, permanency and wellbeing for California's children, families and communities.*

### Overview of the SOP Backbone Committee

Safety Organized Practice (SOP) is a collaborative, trauma-informed child welfare approach that utilizes skillful engagement, meaningful partnerships with families and their networks, and development of plans that foster behavior change within a family system to ensure child safety, permanency and well-being. SOP is both a framework for practice and a set of tools and strategies that help child welfare staff achieve the California Child Welfare Core Practice Model and Integrated Core Practice Model practice behaviors with children, youth, families and their networks.

The SOP Backbone Committee is a collaborative workgroup that takes a statewide collective impact approach to implementation and fidelity of SOP in California. The Committee is made up of members from the California Department of Social Services (CDSS), Casey Family Programs, the Regional Training Academies (RTAs; Northern, Southern, Bay and Central), CalSWEC, and county representatives from each region. Tribes with Title IV-E programs have participated previously, and CDSS is currently inquiring with the statewide Office of Tribal Affairs regarding what linkage they may wish to have with the SOP Backbone Committee. The Northern California Training Academy has primary responsibility for Committee coordination.

SOP Backbone Members should have significant knowledge regarding Safety Organized Practice in general and regarding the status of SOP implementation, strengths and needs in their agency. Agencies are encouraged to designate a primary representative as well as a secondary representative who can serve as a backup participant in the event that the primary member is unable to attend an in-person meeting or video conference call. At times, members may be encouraged to invite others from their agencies to participate in limited-term subcommittee work.

### Committee Roles

- **Counties** – Provide information about the status of SOP in their agency; share available data regarding SOP; share lessons learned, barriers to SOP implementation and fidelity, and needs for additional support; test or pilot work products developed by the Committee and provide feedback; work at the local level to integrate SOP with other initiatives and mandates; ensure feedback loop from SOP Backbone participation to their agency.
- **RTAs** – Provide expertise around workforce development, implementation science, fidelity and evaluation; represent the regional perspective and seek input about their region's needs; support SOP trainer development and coaching; share SOP curricula and work products; evaluate need for and develop additional SOP work products that can be used statewide; support integration of SOP with other trainings, initiatives and mandates; participate in subcommittee work as needed; support Committee planning, coordination and facilitation; ensure feedback loop from SOP Backbone participation to their agency, region and relevant committees.
- **CDSS** – Provide the statewide and federal perspective; integrate SOP through policy guidance and technical assistance from a statewide lens; ensure access to statewide data sets; facilitate integration of SOP into other initiatives at the statewide level; share learnings and data from Waiver counties; support the California Program Improvement Plan (PIP) goals/activities related to SOP; commit fiscal resources; ensure feedback loop from SOP Backbone participation to their agency and relevant committees.
- **Tribes** – The role of Tribes has been equivalent to that of counties. CDSS is working with the Office of Tribal Affairs to identify what linkage they may wish to have with the SOP Backbone Committee.

- **Casey Family Programs** – Serve as a thought partner in moving SOP forward; support the practice and Committee philosophically and financially; support SOP implementation in Casey counties; ensure feedback loop from SOP Backbone participation to their agency and counties they serve.
- **CalSWEC** – Serve as a communications and resource hub for SOP; support integration of SOP into other trainings, initiatives and mandates; ensure feedback loop from SOP Backbone participation to their agency and relevant committees.

## Committee Member Expectations

All Committee members have a valued role and are important contributors to the Collective Impact approach. To move forward the vision of the SOP Backbone Committee and facilitate its work, the Committee must have consistent, active participants. Therefore, in the spirit of this participatory work, all Committee members are asked to commit to the following:

- Support the SOP Backbone Committee vision and the Collective Impact approach to implementation of SOP in California.
- Stay informed regarding the state of SOP in your agency or region; consult with others in your agency or region as necessary to gather information.
- Actively participate in Committee meetings and calls, contributing your knowledge, experience and perspective.
- Attend at least 75% of the four (4) in-person meetings per year. If unable to attend, ensure attendance by a backup representative. A video conference option will be made available for unavoidable emergencies; however, meetings are participatory and hands-on; therefore, member agencies are expected to attend in person. Backup representatives are invited to participate by video conference if the primary representative is attending in person. If travel costs are a barrier to in-person attendance, contact the Northern California Training Academy.
- Attend at least 75% of the eight (8) video conference calls that occur in months with no in-person meeting. If unable to attend, ensure attendance by a backup representative.
- Read the meeting minutes from any in-person meeting or call that was not attended in order to stay up-to-date on Committee activities.
- As appropriate, participate in subcommittees or ad hoc sessions to plan Committee meetings, SOP-related events or other activities. Counties are welcome to participate in such activities if they wish; however, the RTAs, CalSWEC and CDSS are specifically encouraged to be part of working subcommittees and planning sessions.
- Participate for at least a 12-month period.

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