





NC Department of Health and Human Services

Division of Social Services

Benchmarks Presentation

August 6, 2020

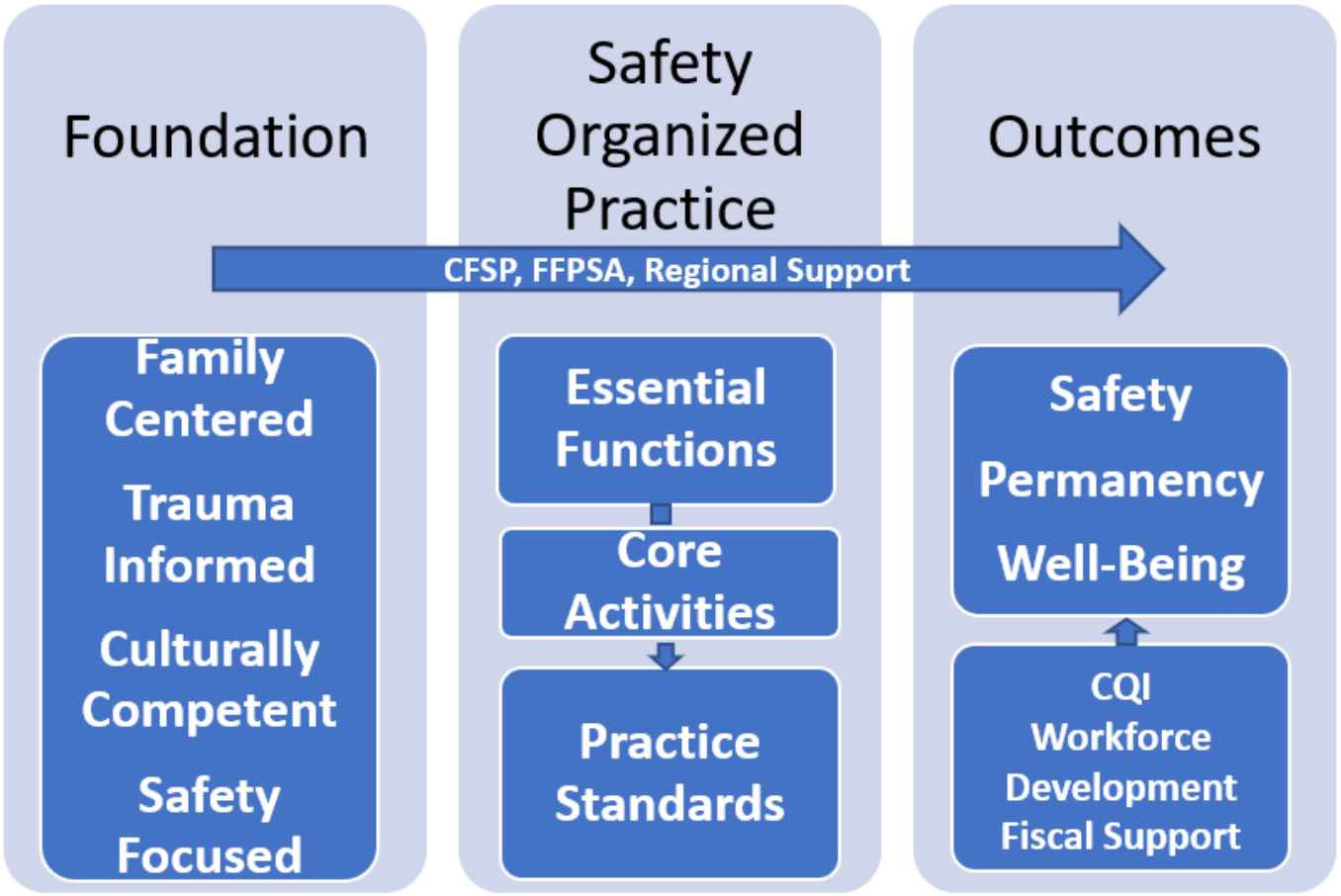
Agenda

- **NC Child Welfare Practice Model**

  Lisa Cauley – NC DHHS

Why Have a Statewide Practice Model?

- 2017's Rylan's Law required a child reform plan that included a statewide, trauma informed, culturally competent, family-centered practice framework.
- We believe that consistent practice in all 100 counties will lead to better outcomes for children and families.
- Behaviorally specific practice standards for essential child welfare functions will help build the capabilities of the child welfare workforce to implement the practice model.


Foundation
Safety Organized Practice
Outcomes
CFSP, FFPSA, Regional Support
Family Centered
Trauma Informed
Culturally Competent
Safety Focused
Essential Functions
Core Activities
Practice Standards
Safety
Permanency
Well-Being
CQI
Workforce Development
Fiscal Support



What will the Practice Model Look Like When We are Done?

- Provide a clear vision for how North Carolina will promote safety, permanency and well-being for children and their families
- Be rooted in North Carolina's values of safety-focused, trauma informed, family centered and culturally competent

What will the Practice Model Look Like When We are Done? cont.

- The practice standards will incorporate and anchor elements of Safety Organized Practice (SOP) within broader standards that describe behaviors North Carolina is looking for when it says all practice should be **trauma informed, family centered and culturally competent**.
- **The statewide practice standards will be documented and referred to as North Carolina's Child Welfare Practice Model.**

Next Step

Seek broad and diverse input into practice standards for each essential function

Input will be sought in virtual meetings from:

- 3 focus groups:
  - Youth with lived experience (SaySo)
  - Family with lived experience (NC CWFAC)
  - Frontline staff (selected by ULT)
- North Carolina's 5 design teams



CFSP Commitments and Design Teams

SAFETY	Children and youth will live in safe, stable and nurturing environments.
PERMANENCY	Children and youth in foster care will live in safe, stable and nurturing homes and exit the foster care system to safe permanent homes in a timely manner. Older youth who turn 18 in the foster care system will transition successfully to adulthood.
WELL-BEING	Families will have enhanced ability to meet their children and youths' well-being needs, including physical, social-emotional, behavioral and educational needs.
CONTINUOUS QUALITY IMPROVEMENT	Services provided to children and families will be positively impacted by a continuous quality improvement process that is consistent across the state.
WORK FORCE DEVELOPMENT	North Carolina will build and support a stable child welfare workforce that is well-qualified, trained, supervised and supported to promote positive outcomes for children, youth and families.

Design Team Meeting Sequence and Process

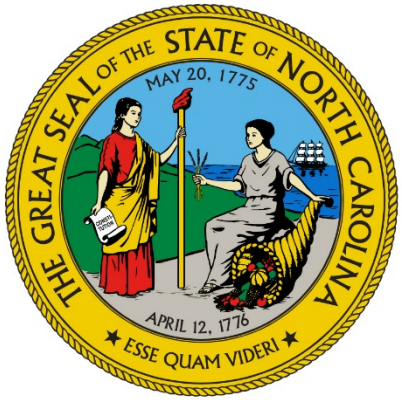
- CSF staff will join existing Design Team meetings beginning in August 2020.
- The first session will be an overview of the development of practice standards with materials sent out in advance.
- At subsequent meetings, input will be gathered on standards for essential functions and feedback given on input already received.
- In 2021, design teams will review drafts of practice standards for essential functions.

Design Team Differentiation

- The 5 essential functions occur throughout CW services, but the Safety, Permanency and Well-Being teams will be asked to highlight behaviors important to their outcomes
- The CQI team will be asked to provide input to assure practice standards are conducive to CQI processes and fidelity measures

Benchmarks June 2020 to June 2021

- **July 31, 2020 -** Essential functions selected **(complete)**
- **January 31, 2021 -** Core activities, practice standards completed for one essential function; others underway
- **June 30, 2021 -** Core activities, practice standards for all essential functions completed


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Questions