
#1

WHY IS CPM SO
IMPORTANT FOR
COUNTIES AND
FAMILIES?

#2

LEADERSHIP
BEHAVIORS IN
ACTION!

#3

CPM'S FAMILY-LEVEL
PRACTICE IN ACTION

#4

REFLECTIONS,
GROWTH, AND
ACCOMPLISHMENTS:
A CELEBRATION OF
OUR SUPERVISORS!

CPM FOR SUPERVISORS

Multi-level leadership in the fast-paced, front-line, action-filled *every day* critical work of child welfare

This four-part webinar series is for all child welfare supervisors. Supervisors are child welfare's front line leaders who are in the position to best support and model CPM's family level practice, co-created by families and stakeholders, and foundational to all practice and system improvement efforts in California.

Goals of Webinar Series:

- All participants will understand the history and relevance of the California Practice Model, its fit with other significant practice and system improvement efforts, and the important role that supervisors play in creating the organizational conditions needed to nurture and sustain the model's family level practice intervention. (Webinar #1)
- All participants will understand the model's two levels of intervention: the system level intervention which includes the role of leadership, and the family level intervention which frames direct practice. (Webinar #1)
- All participants will have opportunities to select leadership behaviors and practice them, with coaching from their managers (set up ahead of time) and the use of the leadership behavior fidelity assessment process. (Webinar #2)
- All participants will be able to describe the ways that CPM guides their unit's work and ways to measure and assess that work. (Webinar #3)
- Finally, participants will debrief their webinar experience (what was learned, gained, goals) with their managers in a peer, web-hosted, and facilitated process (Webinar #4)

This webinar series will be interactive, designed to enhance supervisors' intentional use of the leadership behaviors to actively promote the CPM's family level practice within their units. The webinar series will facilitate doable and useable activities that will help supervisors elevate their work, lead with intention, and enhance their sphere of influence as they guide CPM practice implementation.



CORE PRACTICE MODEL

A Guiding Framework for Child Welfare Practice

Webinar #1: Why is CPM so important for counties and for families?

- History and overview of CPM, and how California is using the model as foundation for all other key improvement efforts
- What Covid has magnified
- How CPM's practice behaviors/elements support CCR's vision, SOP, QPI, Wraparound, ICPM, CFT, RFA, CANS, etc.
- An examination of the importance of both the Leadership Behaviors and the Practice Behaviors, and supervisors' role with both
- Communication and messaging: An activity that helps supervisors prepare to describe CPM to their units and why the model is essential in today's landscape.
- Homework: Supervisors will be asked to practice engaging their unit in explanation of CPM, its values, and why the practice is important for families and for them as a unit.

Webinar #2: Leadership Behaviors in action!

- Self-assessment survey ahead of the webinar that readies supervisors for a deep dive into the 16 CPM Leadership Behaviors and self-identified priority areas
- Interactive activity with real-life scenarios that invite the participants to select certain Leadership Behaviors for application, and what this could look like in different contexts
- Goal worksheet: supervisors will select 2-3 LBs that they would like to practice demonstrating and make a plan for someone to observe them, utilizing the CPM LB fidelity assessment tool. Supervisors will be asked to debrief the experience with their managers. IST members are available to coach the planning and debriefing process for this activity.

Webinar #3: CPM's family-level practice in action!

- Supervisors will tailor each of the 22 Practice Behaviors (PBs) for their own unit.
- Supervisors will then select 3 PBs that they wish to engage their unit in paying more attention to specifically. They will explore (with consultants representing CMS, Safe Measures, and SDM) ways to measure qualitatively through observation or feedback from families and quantitatively through a data gathering tool.
- The IST will create an activity that guides supervisors in staff engagement, coaching, and collecting data related to the 3 PBs in action! They will be asked to debrief their learning with their managers.
- The IST is available to ensure that each supervisor has a clear understanding of how the PBs might be demonstrated in their specific unit and ways to coach those behaviors, and to then to observe and measure them in action.

Webinar #4: Reflections, Growth, and Accomplishment: A Celebration of our Supervisors!

- Managers will be invited to attend this webinar with their supervisors.
- Supervisors will present what they have learned and how they have applied what they have gained to their leadership role within their respective organizations.
- Through large and small group facilitation, the IST will create space for interactive dialogue around CPM's role in daily practice, needed organizational conditions for the practice to thrive, and innovations from supervisors.
- Managers will be invited to provide feedback to their supervisors and engage in conversations about implementation next steps.
- Supervisors will receive affirmation and certificates for their role with CPM leadership in their counties.
- Evaluation of webinar series, including overall goal attainment as well as ideas to strengthen the process for continued support of Central supervisors.