

What is the CA Child Welfare Core Practice Model (CPM)?

The CPM was *created and designed by California stakeholders* (youth, families, social workers, caregivers, partners, and social workers at all levels in the child welfare system), and offers “**intervention**” at **two levels**.

Why CPM? Working together, these interventions, guided by a set of theories and values, aim to improve outcomes **for all children** and within those improved outcomes, **reduce the disparity for children of color**.

What is the “intervention?”

CPM offers an intervention on two levels:

The _____ Level

The _____ Level



The Family Level intervention

The “family level” intervention is tangibly described through the 22 practice behaviors that are organized into 5 summary categories, or *practice elements*.

What are the 5 Practice Elements that organize the Family Level Intervention behaviors?

- 1.
- 2.
- 3.
- 4.
- 5.

CPM is a great foundation for practice!

We can undergird all program areas with CPM and apply it across all program areas so that everyone can relate!



The associated behaviors within the 5 element categories are comprehensive enough and relevant enough to be really helpful! Everyone in the organization can think about how they might demonstrate the 22 behaviors, no matter where they work in program.



This CPM practice at the family level can create a powerful organizing framework across all program areas!



The five elements are so relevant that they actually can provide an integrative framework or foundation for many of the contemporary practice and system improvement efforts in CA now.

What are some of those practice and system improvements going on in CA right now?

Select one from above and line up some of that initiative's or mandate's practice principles within the CPM's 5 practice element categories.

Engagement:

Inquiry and Exploration:

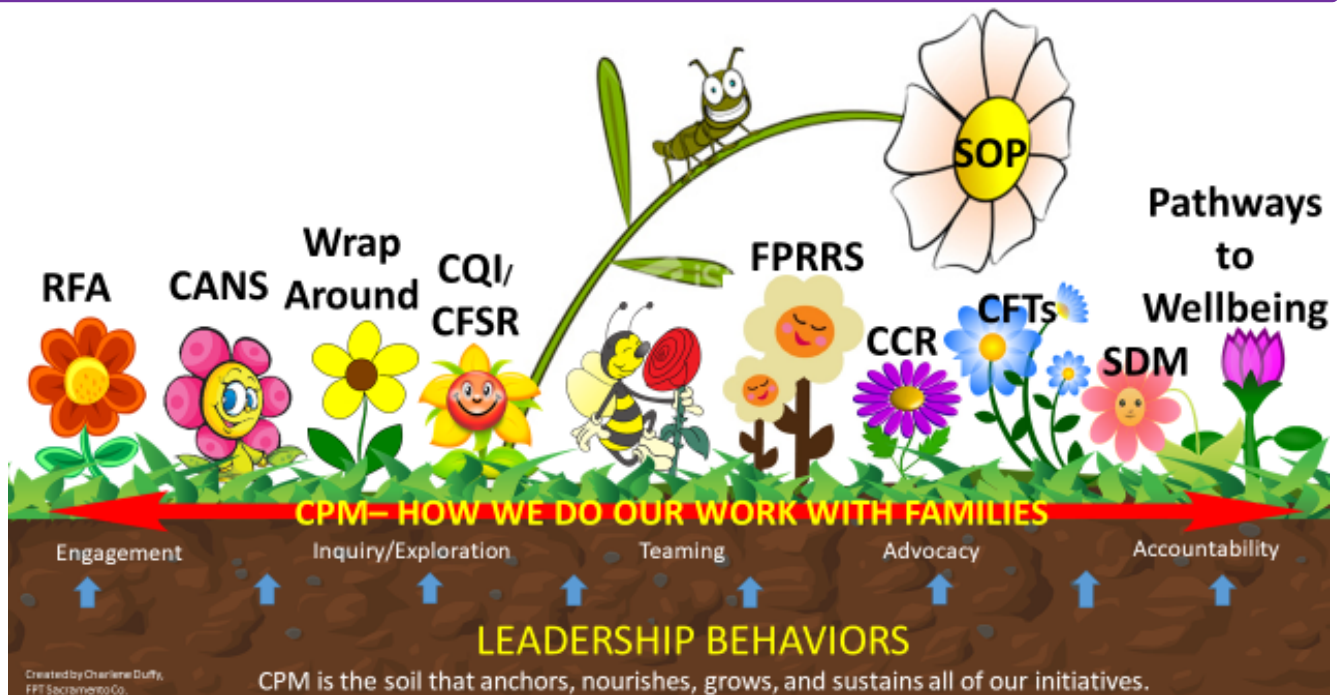
Teaming:

Advocacy:

Accountability:

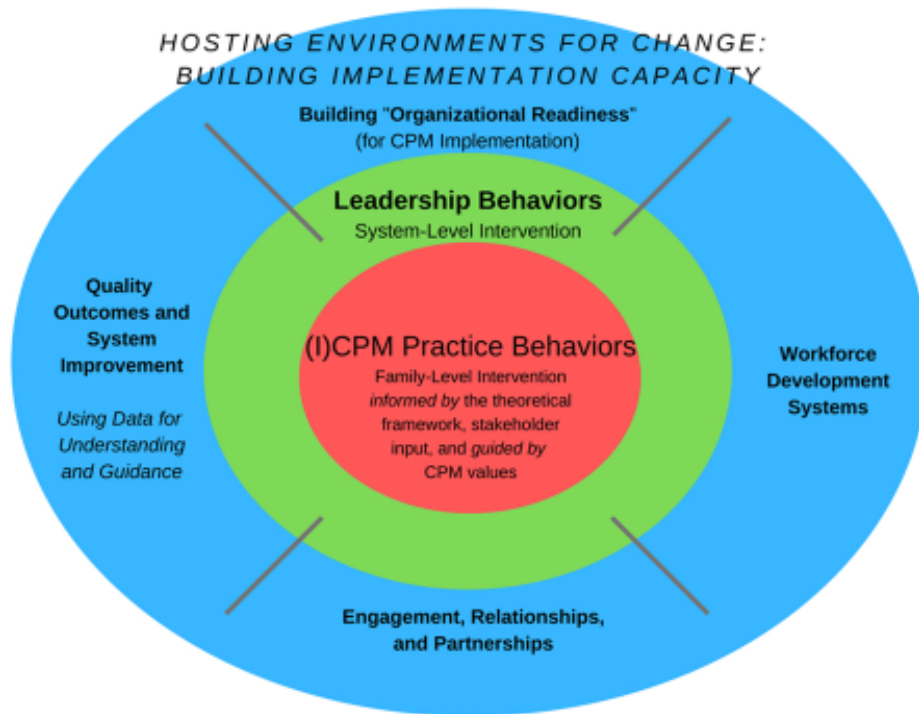
What are the benefits of the Family Level intervention?

For my county's families?



For my county's staff?

The CPM System Level intervention is JUST as important!



All of this is at the County-Level.

COUNTIES are implementing the (I)CPM **Practice Behaviors** (family-level intervention) & **Leadership Behaviors** (their agency's system-level intervention) . . .

. . . And building local **implementation capacities** that are needed to support the use of (I)CPM as intended for improved outcomes.

The system “hosts” and nurtures the family level intervention so it can be happening *all the time*. As leaders, this is the CPM work we need to pay attention to and engage in!

- engaging staff to share in decision making;
- using communication strategies that ensure feedback;
- training and coaching systems that build skills & confidence;
- using data to track progress, address problems, celebrate successes!
- Nurturing community partnerships



So in my county, what are the organizational factors we might want to address to pave the way for CPM family practice to happen more regularly and consistently?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

My Role with CPM: Personal Reflections



If CPM is an intervention on two levels, [what is my role in each?](#)
Hint....the CPM Leadership Behaviors might be a good place to start!

My Role to Support CPM at the *Family Level*:

My Role to Support CPM at the System Level:

Messaging the CPM:

What is important for you to be saying and doing?



What are the most important messages about CPM for you to share and model?

With my immediate team?

With social workers?

