

The Child Welfare CPM Brings Key Component to the Success of ICPM

Key Messages

1. **The ICPM has a great opportunity to leverage Child Welfare's CPM, an intervention on two levels, the family level and the system level.**

CPM as a Family Level intervention: 5 practice elements that contain 22 practice behaviors, designed by in-depth and wide-ranging voices, and that can be demonstrated and observed in any and all interactions of workers and supervisors with children and families.

CPM as a System Level intervention: 16 Leadership Behaviors, 8 that help leaders at all levels within the organization model the practice behaviors mentioned above, and 8 that help all leaders work together to create conditions within the organization that best support the family level intervention happening with fidelity. These key organizational conditions focus on the **building of organizational readiness for CPM** (teams, structures, policy alignment, resource allocation, and creating a climate that nurtures growth, change, and learning), creating **workforce development systems** that equip staff at all levels to work in alignment with CPM, the **engagement of partners and ongoing relationship development**, and the use data to for ongoing understanding and guidance towards **Quality Outcomes** and **System Improvement**.

2. **CPM's leadership behaviors equip the child welfare system to systematically "host" the kind of consistent child welfare practice elements necessary not only for CFTs, but for all other interactions with children and families, and for cross-system teaming to thrive.**

CPM equips social workers and supervisors with the tangible behaviors needed not just for CFT participation, but for all work of all workers with all families. CPM also equips the child welfare system with identification of the role of leaders to support and host the climate needed for the family level intervention. This family level intervention, demonstrated by social workers within the child welfare organization, provides them the **behavioral building blocks** needed for good cross-agency collaboration, organized by and around (and in service to) the family.

- 3. Bolstered by the CPM Leadership Behaviors, Child Welfare Leaders have leveraged and applied key implementation domains to guide *system transformation*, through implementation of the CPM, which can serve as a starting point for similar work across other systems.**

The child welfare organization must *systematically support* cross-team partnership, engagement of families and their support systems, understands and applies shared accountability within the CFT, is trauma-informed at all levels, and can collaboratively and adaptively set and monitor family goals, in order for child welfare staff at all levels engage in the CPM practice elements with fidelity.

- 4. CPM is a key component of the ICPM for both Child Welfare Organizations and other system collaborations to build readiness for hosting change that can benefit children and families.**

The CPM *builds readiness* within the CW organization for participation in the ICPM multi-system intervention, cross-system collaboration with families throughout the CFT process. *Child Welfare's CPM is a key "input" into the ICPM's theory of change.*

- 5. The Child Welfare System is committed to sharing experiences and learning about CPM implementation to help other system partners as they develop their own organizational readiness and capacity to support family focused, cross-system collaboration through the CFT process.**

Examples of such opportunities might include engaging system partners in CPM implementation teams and providing consultation to system partners at the local and statewide levels for activating key implementation domains designed to support system readiness for family focused, cross-system teaming.