

Practice Model Principles

Engagement

Talk about what has been working for you as you meet with families. What are your needs? If you are ready to improve your skills in using the Practice Model Principles, this guide can support you as you assess and plan.

Explore:

When you think about the Practice Model Principles, what are your strengths? What improvements would you like to make in your use of the Practice Model Principles?

Assessment

Scaling:

On a scale of 1 (need to learn) to 10 (can mentor), where would you place yourself? (Record on the Functional Assessment.)



Scaling Continuum:

<u>Learning</u> Learning the Skills	<u>Working</u> Using the Skills with Families	<u>Mentoring</u> Using the Skills to Mentor
1. Connect observed child welfare experiences to Practice Model Principles.	1. Share Practice Model Principles with family and invite their feedback.	1. Discuss caseworker's experiences of their families' connection to Practice Model Principles. Support caseworkers in framing their work into best practice.
2. Process strengths in personal practice style that are best practice.	2. Share with family the values you have to offer from Practice Model Principles.	2. Process with caseworkers their strengths in the Practice Model Principles.
3. Process needs in personal practice style to improve practice.	3. Discuss the family's needs and wants around Practice Model Principles.	3. Process with caseworkers their Practice Model needs.

<u>Learning</u> Learning the Skills	<u>Working</u> Using the Skills with Families	<u>Mentoring</u> Using the Skills to Mentor
4. Have goals to improve personal professional competence.	4. Support family through development of principles to guide family development, i.e. what values they can relate to.	4. Process with caseworker what they are learning from families about practice and implementation of Practice Model Principles.
5. Process where and how you fit into Organizational competence	5. Support development of family's own working principles.	5. Coach caseworker through process of passing principles and concepts to families

Planning

1. What will it look like when you use the Practice Model Principles as you would wish?
2. What steps can you take that will lead to the desired result?

Practice Opportunities

Mentor with Caseworker	Caseworker with Family	Family with Family
Practice ways that the caseworker can apply the Practice Model Principles to their daily work.	Model ways that Practice Model Principles can apply in your daily work.	Develop family principles or family motto to guide family growth and development.
	Model ways that Practice Model Principles can be applied in families.	Brainstorm ways to model those principles or the motto in their family and for other family members.
	As families develop their own family principles and/or motto, ask them how that would look and then model it back with them.	Coach families and support them in creating a personalized way to exemplify their family principles and/or motto.

Knowledge Base

Concept:

Basis of child welfare social work practice in the state of Utah

Basic Elements:

- Protection
- Development
- Permanency
- Cultural Responsiveness
- Partnership
- Organizational Competence
- Professional Competence

Definitions:

PROTECTION: Children's safety is paramount.

Envision this... "We assess and address effectively known safety risk, and set in motion strategies, services, and supports to ensure optimal safety. The family receives an excellent level of training, assistance, and support, as necessary for the caregivers to meet the needs of the child and maintain the safety and stability of the home. A broad array of dependable supports and truly supportive services is accessible when needed."

DEVELOPMENT: Children and families need consistent nurturing in a healthy environment to achieve their developmental potential.

Envision this... "Each child's physical needs for food, shelter, and clothing are reliably met on a daily basis. Routine preventive medical and dental care is provided in a timely manner. Health care needs are met, including follow-up and treatments. Emotional and behavioral problems are assessed and identified. Mental health assessments are conducted and recommendations followed. Excellent strategies, supports, and services are in place to ensure the child is learning, developing, progressing, and gaining essential functional capabilities and that emotional and behavioral needs are being met. Caregivers receive an excellent level of training, assistance, support, and periodic relief as needed. Any known risks of disruptions have been identified and are being managed with strategies, supports, and resources necessary to maintain stability."

PERMANENCY: All children need and are entitled to enduring relationships that provide a family stability and belonging and a sense of self that connects children to their past, present, and future.

Envision this... "We provide excellent strategies, supports, and services to enable children and families to achieve permanency in a timely manner (for example: maintain or return the child to his/her parents or legal guardians, place child in an adoptive home, resolve all legal issues, etc.). A child needs a sense of identity that connotes a feeling of personal worth, belonging, and affiliation with others and his/her support networks, to be capable of participating in major life activities and decisions that affect him/her. Concurrent planning is initiated early on to provide an alternative plan that is waiting for the child, should the first plan fail."

CULTURAL RESPONSIVENESS: Children and families have the right to be understood within the context of their own family rules, traditions, history, and culture.

Envision this... “We endeavor to have every child placed in the most appropriate and least restrictive placement possible. We seek to understand and accommodate the various cultural groups living in our region. The placement should be optimal for the child’s age, ability, peer group, and culture. Each child and family is accorded the dignity that comes from respecting their uniqueness.”

PARTNERSHIP: The entire community shares the responsibility to create an environment that helps families raise their children to their fullest potential.

Envision this... “The community offers an array of services, helpful information, and helping professionals that create partnerships with the family’s extended resources of family and friends to create a service team for the family. The child and family service team functions well and competently, with a highly effective single point of coordination and accountability for the child and family’s services and results. The strengths and needs of the child and family have been identified through assessments, monitoring results, and collected experiences of the service team. An ongoing and accurate ‘big picture’ has been synthesized by the team, and team members share a common understanding of the child and family necessary for unifying effort, sharing resources, and assembling a good mix and fit of support and services. An explicitly written long-term view is clearly and consistently articulated among the service teams.”

ORGANIZATIONAL COMPETENCE: Committed, qualified, trained, and skilled staff, supported by an effectively structured organization, helps insure positive outcomes for children and families.

Envision this... “Our organization applies all we know about working with people to our relationships with each other. We apply the practice principles within our offices and throughout the organization. Our professional exchanges are principle-based – relying on our model of practice and professional ethics to guide our interactions with each other. Everyone has a mentor for learning new skills. New staff receive effective support and instruction, leading them to become successful child welfare practitioners. Integrity, skill, and commitment to children, families, and each other mark all levels within the division.”

PROFESSIONAL COMPETENCE: Children and families need a relationship with an accepting, concerned, empathic worker who can confront difficult issues and effectively assist them in their process toward positive change.

Envision this... “The ideal outcome would be children and families doing well and reporting optimal satisfaction with current supports and services. The quality, fit, dependability, and results being achieved exceed consumer expectations. Strategies, supports, and services planned and delivered to the child and caregiver are significantly improving/maintaining their functioning and producing excellent results. The staff delivering these services and partners participating on the service team are confident that they have the attitude and skills required to provide safety, permanence, and well-being to children and families.”