

# California Child Welfare Core Practice Model DIRECTORS INSTITUTE



## BACKGROUND

Leadership is an essential element in the implementation and sustainability of successful interventions. Demonstrated and sustained leadership ensures that all parts of the organization and system are working in concert and supporting necessary changes at both practice and system levels. Directors and others in leadership positions can benefit when they have ongoing opportunities, dedicated resources, and deliberate structures in which to build their knowledge, sharpen their skills, and receive support for their critical role in the process of implementation.

The California Child Welfare Core Practice Model offers a timely opportunity to launch a Directors Institute series that develops a cohort of strong effective leaders by building their capacities for leading implementation.

## PURPOSE

The purpose of the Directors Institute is to strengthen local leadership and management abilities, develop, test and apply implementation and evaluation tools and resources, and provide opportunities for shared reflection and ongoing learning that are necessary to support and sustain local use of the California Child Welfare Core Practice Model.

## STRUCTURE

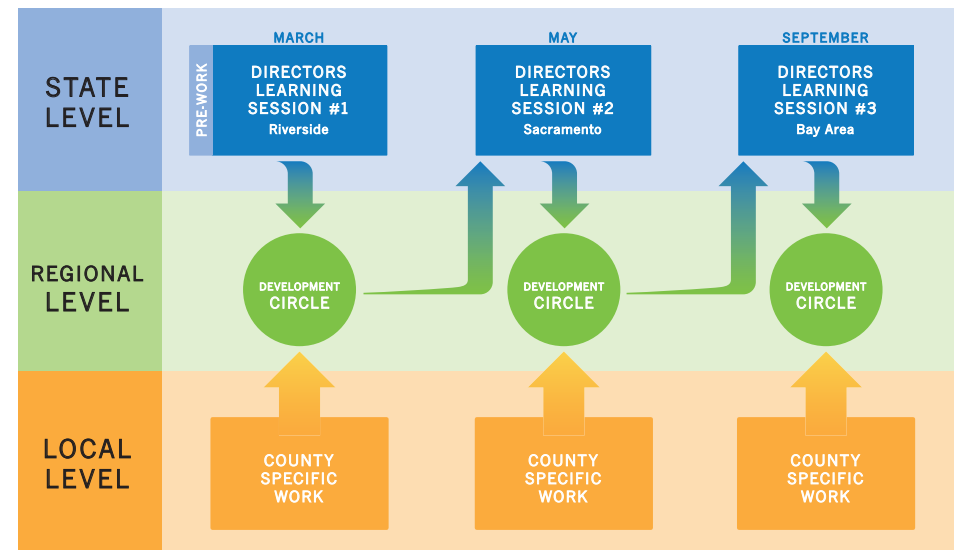
The structure for the Directors Institute is deliberately multi-level. It provides statewide Directors' Learning Sessions as educational pillars that guide and direct regional Development Circles in between that, in turn, leverage applied work at the local level for learning and ongoing improvement.

## PROCESS

Modeled after a number of successful implementation planning strategies, the Directors Institute will:

- Provide structured learning opportunities at three Statewide Directors Learning Sessions.
- Support the development of implementation tools in Regionally-hosted Development Circles.
- Create a process for testing and improving implementation and evaluation tools at the local level.

## Directors Institute Structure



## FUNCTION

In this process, each level and group involved in the Directors' Institute has an important role in learning, doing, testing, sharing, and improving.

### THE STATEWIDE DIRECTORS LEARNING SESSIONS WILL:

- Be conceived and led by a faculty that is composed of University and Practice Leaders with knowledge and expertise in implementation strategies.
- Engage Child Welfare Directors in didactic and interactive learning opportunities.
- Guide all subsequent Directors Institute activities at various levels.
- Review, refine, and finalize the work that occurs in the Implementation Circles and the county specific work.

#### THE DEVELOPMENT CIRCLES WILL:

- Be hosted at the Regional level by Regional Training Academies or alternative organizations.
- Engage counties from across the state based on interest in one of 4 specific implementation topics.
  - » Organizational Readiness Building
  - » Engagement, Relationships, and Partnership
  - » Workforce Development
  - » Quality, Outcome, and System Improvement
- Create supportive networks for the development of implementation and evaluation tools.

#### THE COUNTIES WILL:

- Apply and test approaches.
- Share best practices and lessons learned.
- Inform Development Circles and Statewide Directors Learning Sessions.

#### DIRECTORS INSTITUTE PARTICIPANTS

- Directors Learning Sessions: The Child Welfare Director from each California county.
- Development Circles: Representatives from county Implementation and Leadership Teams.

#### DIRECTORS INSTITUTE FACULTY

- University representatives with expertise in guiding implementation strategies.
- Experienced and retired Child Welfare professionals.

#### FINAL DELIVERABLES

- A cohort of Child Welfare Directors with the leadership and management abilities and resources necessary to implement and sustain the California Child Welfare Core Practice Model.
- A tool kit that will assist each California county in implementing the Child Welfare Core Practice Model.

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## MEETING SCHEDULES AND LOGISTICS

### MARCH 22 AND 23, 2017 – MISSION INN, RIVERSIDE

There is a block of 50 rooms for \$95.00 per night. When you call you should ask for the Core Practice Model Implementation Institute room block. The rooms will be held until February 20, 2017.

### MAY 31 AND JUNE 1, 2017 – SHERATON GRAND, SACRAMENTO

A block of rooms is being held for \$169 per night. When you call you should ask for the Core Practice Model Implementation Institute room block.

### SEPTEMBER, 2017 – BAY AREA

Exact dates and location to be determined.

## GOAL

By January, 2018 all 58 County Child Welfare Directors will have the personal and organizational resources to begin systematically implementing the California Child Welfare Core Practice Model.