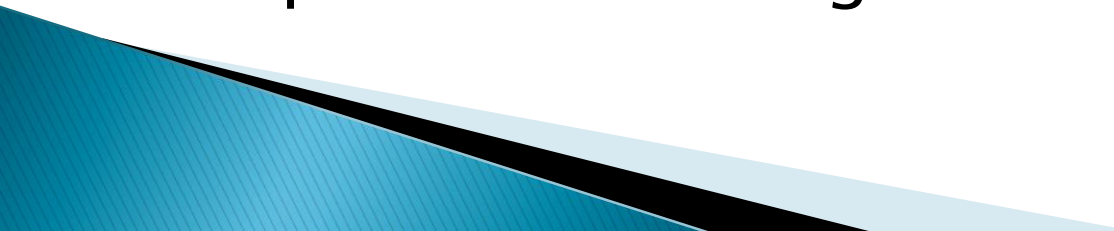


# Minnesota Child Welfare Practice Model Overview and Supervisor Guide


April 27, 2011

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Center for Advanced Studies in Social Work  
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# Learning Objectives

- ▶ Demonstrate an understanding of the vision of the practice model
  - ▶ Demonstrate an understanding of how to apply the values and principles
  - ▶ Demonstrate an understanding of how the skills in the practice model support good supervisory practices
  - ▶ Demonstrate an understanding of the need for self assessment and continuous improvement using the tools provided
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# Agenda for the Day

- ▶ Introduction
  - ▶ What is a practice model?
  - ▶ Presentation of the Minnesota Practice Model
  - ▶ Making the values and principles operational in supervision
  - ▶ Applying the skills of the practice model in supervision
- 

# What is a Practice Model?

The objective of the practice model is to promote practice that is guided by values and principles and therefore increases the likelihood of positive outcomes for children, youth, families, and the community.

Source: Positioning Public Child Welfare Initiative's Practice Model Guidance, January 2009.  
Developed by the National Association of Public Child Welfare Directors



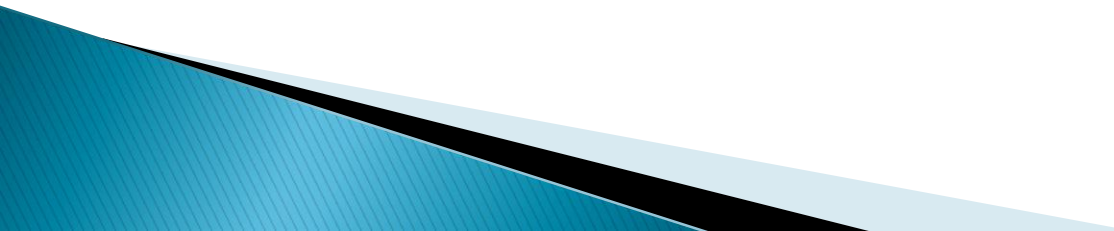
# What is a Practice Model?

At its most basic level, a child welfare practice model is a conceptual map and organizational ideology of how agency employees, families, and stakeholders should unite in creating a physical and emotional environment that focuses on the safety, permanency, and well-being of children and their families

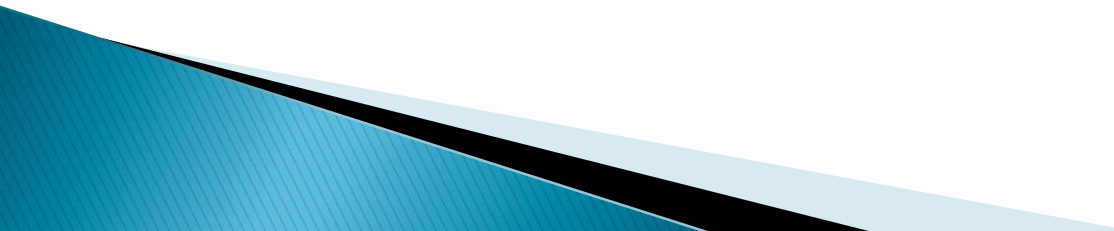
Source: Practice Model Framework: A Working Document, March 2008

Developed by the National Child Welfare Resource Center for Organizational Improvement

# Lessons Learned

- ▶ Practice Models have been proven effective in supporting consistent service across a state
  - ▶ The Practice Model is most effective when it involves all employees at every level
  - ▶ States that have implemented practice models report improvements in data outcome measures
  - ▶ Success required “tenacity, accountability, and commitment”
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# The Minnesota Child Welfare Practice Model

- ▶ Outcomes
  - ▶ Values and Principles
  - ▶ Skills
- 

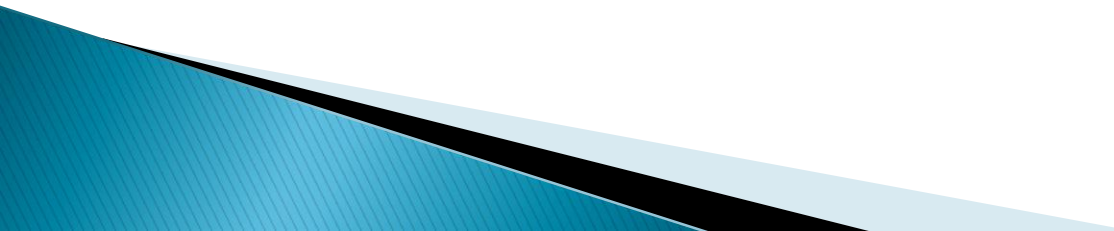
# Outcomes

Children are cared for in safe, permanent, and nurturing families who have the necessary skills and resources to provide for their physical and mental health, behavioral and educational needs



# Outcomes

Children, youth, and families who encounter Minnesota's child welfare system are supported to achieve equitable outcomes regardless of race, ethnicity, socioeconomic status or tribal status

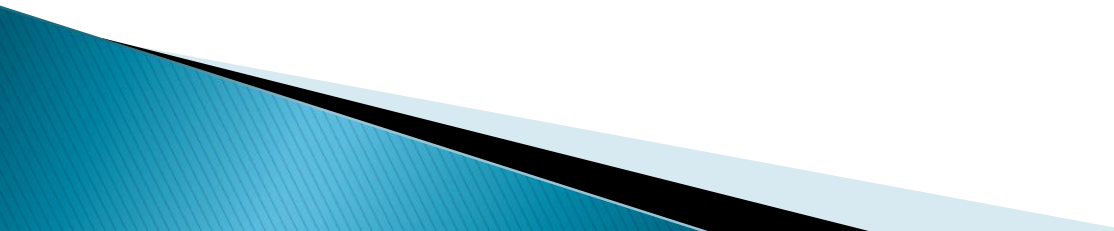


# Outcomes

Children are safely maintained in their families and communities with connections, culture, and relationships preserved and established

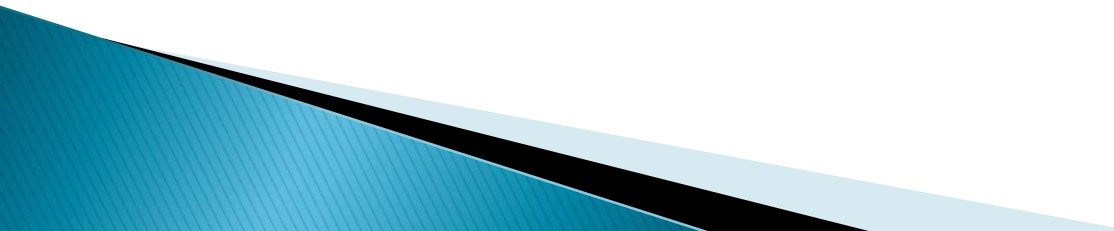
# Outcomes

Minnesota's public child welfare staff is a diverse, professionally competent team that supports strength-based practice and demonstrates inclusiveness at all levels.



# Outcomes

These outcomes are achieved through partnerships involving Minnesota's public child welfare system, the state's children, youth and families as well as the communities in which they live and work.



# Values and Principles

- ▶ Safety
- ▶ Permanency
- ▶ Well Being
- ▶ Respectful Engagement
- ▶ Fostering connections
- ▶ Family Focus
- ▶ Partnerships
- ▶ Organizational Competence
- ▶ Professional Competence
- ▶ Cultural competence
- ▶ Accountability



# Minnesota Practice Model Skills

- ▶ Engaging
- ▶ Assessing
- ▶ Partnering
- ▶ Planning
- ▶ Implementing
- ▶ Evaluating
- ▶ Advocacy
- ▶ Communication
- ▶ Cultural Competence

