New Hampshire DCYF Practice Model Design & Implementation Project Logic Model

Vision

Our Practice Model will enhance the quality and effectiveness of child welfare throughout the State of New Hampshire by establishing a shared vision, consistency in practice and policy statewide, standardization of permanency practices and improvement of the accountability of those carrying out child welfare services across the state.

Strategies

- Improve the quality and consistency of child welfare practice through the articulation and implementation of a practice model.
- Strengthen DCYF's family engagement practice, family engagement in decision-making and service utilization
- Obtain input and support from parents, youth, and stakeholder groups statewide throughout the design and implementation process.
- Modify organizational structures (policy, training, quality assurance, reporting etc) to support implementation and long-term sustainability of the practice model.
- Strengthen DJJS' permanency practice.

Activities

- Establish a Practice Model Design Team, comprised of DCYF frontline staff, to create the practice model.
- Collect information and research about case practice approaches to inform Design Team's work.
- Seek input from district office staff to refine practice model.
- Implement training & coaching program for all district office staff and supervisors as well as central office staff and managers.
- Develop and implement a Communications Plan.
- Identify sources of input and the DCYF managers who will obtain it.
- Identify key points for sharing drafts for feedback and clear pathways for providing and using input.
- Ensure staff from key organizational functions attend Design Team meetings to listen for implications for organizational change.
- Develop and test draft policies, reports, curricula with the Design Team.
- Engage youth and parent as co-developers of policies.
- Develop a strategy for engaging DJJS staff in developing and implementing a permanency practice.
- Develop a Practice Model Design Team for DJJS

Outputs

- Practice Model Developed by Design Team.
- Beliefs, Guiding Principles and Strategies articulated to all DCYF and DJJS Staff.
- Revised policies are implemented across DCYF and DJJS to reflect the Practice Model.
- BQI measures and reports are revised and distributed.
- Consistent permanency practices and a consistent family engagement model will be developed/adopted by DCYF and DJJS.
- Training curricula revised or developed to train all staff on the Practice Model.
- DCYF and DJJS staff and supervisors trained in the Practice Model.
- Focus groups utilized to gather feedback from all DCYF and DJJS stakeholders.
- Providers trained in the Practice Model.
- DJJS determined how Practice Model will be implemented with a focus on permanency.
- DJJS Design Team coordinate with original Design Team to ensure that New Hampshire has one consistent Practice Model.
- Consistent Training and Policies on Documentation will be implemented throughout DJJS.

Outcomes

- The Practice Model is implemented consistently by DCYF and DJJS in all district offices.
- DCYF and DJJS Staff and Supervisors are proficient with Practice Model tools & approaches.
- Permanency Practices will be standardized across DCYF and DJJS.
- DCYF's and DJJS's Community stakeholders understand and support NH's Practice Model.
- DCYF and DJJS use a variety of methods to continually assess and improve consistency of practice, effectiveness of family engagement strategies, and professional development.
- DCYF and DJJS organizational structures, policies and procedures are aligned to support the Practice Model's sustainability.
- Improvement in outcomes related to effective child welfare practice (e.g. all children/youth have permanency plans, lower re-entry rates, higher reunification rates, reduced average length of stay in foster care, fewer average number of foster care placements, increased family engagement, improved outcomes on family satisfaction surveys, proper youth supervision will be achieved via Supervision Matrix (DJJS)).
- DJJS staff have skills & knowledge to engage families and implement effective permanency plans.
- DJJS's utilization of the Practice Model's family engagement strategies will decrease recidivism and re-entry and increase permanency.

File Path: T:\DCYF\Group\Practice Model\Working documents_deliverables\Logic Model