



The Practice Model's logo provides a pictorial representation of how the Practice Model will influence the Division's work with children, youth, and families. The logo is made up of various words that are the foundation of our Beliefs & Guiding Principles. These words form the outline of a structure. Captured in this structure are Family Voice, Family Choice, Safety, Permanency, Well-being, Restorative Justice, and Prevention.

One can begin to think about how the Practice Model might influence practice by asking questions such as: "What is being done to ensure safety?" or "How are families given a voice in decisions that involve their children?" The answers to these questions may reveal that current practice is consistent with the Practice Model. Conversely, these answers may not support the ideals of the Practice Model, in which case, changes may need to be made to ensure that practice better aligns with the Practice Model.

For more information visit:
www.dhhs.nh.gov/dcyf/documents/beliefsguidingprinciples.pdf

New Hampshire's Practice Model

New Hampshire's Practice Model outlines the Division for Children, Youth and Families' (DCYFs) beliefs and guiding principles and creates a framework for decision-making and a practice structure to guide work within all levels of the agency.

The Practice Model does not dictate what our jobs are, rather it influences the way individuals do their jobs. It serves as a foundation designed to inspire the Divisions' work and keep the focus on providing services that are consistent. Furthermore, this impact reaches far beyond the limits of DCYF. It extends to influence the work that is done by providers and others who offer services for children, youth, and families throughout the State of New Hampshire.

Theories in Support of New Hampshire's Practice Model

New Hampshire has based our Practice Model on four theories. These theories are anchors that ground our Practice Model in a research-based framework. These theories are:

- ◆ Family Development Theory
- ◆ Solution Focused Theory
- ◆ Restorative Justice Theory
- ◆ Parallel Process Theory

Child Protective and Juvenile Justice Services Shared Permanency Definition

A legal, permanent living arrangement which is, reunification with the birth family, living with relatives, guardianship, or adoption. Family may be birth family, relative, or adoptive family, a guardian, or for some older youth, an adult and/or a network of adults (related or not) who are committed to a supportive, nurturing life-long relationship.

Practice Model Areas of Focus

To bridge the Practice Model from theory to practice, New Hampshire has identified three areas of focus. Under each area of focus are several areas of emphasis (activities) that will drive practice. The areas of focus are:

- ◆ Safety and Assessment;
- ◆ Family Engagement; and
- ◆ Culture and Climate.

Areas of Focus and Activity

Practice Model Beliefs

- ◆ Prevention reduces child abuse and neglect.
- ◆ All children/youth should be safe.
- ◆ All children/youth need and deserve permanency.
- ◆ All children, youth and families deserve a life of well-being.
- ◆ All children/youth belong with their family.
- ◆ All families have strengths.
- ◆ Everyone deserves to be treated with courtesy and respect.



" I know that DCYF really wants to work with parents and help families stay together because this is what DCYF did for me. This Practice Model will help other parents see that. This is really good for our children. As a parent, I really want to be a part of this change."

Patrice,
Former Consumer and
a current member of
Better Together with
Birth Parents.

To report child abuse or neglect
1-800-894-5533 (in NH)
603-271-6556 (out-of-state)



Safety & Assessment:

Improving child, family, and community safety is at the forefront of DCYF practice. By utilizing various strategies to engage families and communities in these efforts the Division is able to establish partnerships that improve outcomes in many areas. These areas include safety, risk assessment, and prevention.

DCYF has been utilizing Structured Decision Making (SDM) to guide critical decisions since 2001. Due to the changing needs of the population we serve, and our commitment to adopting a solution-based foundation, we are integrating Solution-Based Casework and a safety-informed SDM model into practice. By implementing this into our assessment process we will ensure that families are engaged in a working partnership with staff. Identifying a families strengths and protective factors, as well as their challenges will result in more effective and achievable safety and case plans.

Family Engagement:

DCYF recognizes that we can help families achieve their goals by utilizing a strengths-based and family focused approach. We believe best practice and good casework are promoted through the use of Solution-Based Casework, as a family engagement model, to promote safety, permanency, and well-being. Partnering with families and ensuring that they have a voice is vital to building the caseworker/family relationship. Family voice includes partnership with parents, youth, children, extended family members, and natural supports. Solution-Based Casework will be reflected in policy development, program evaluation, and service design and implementation.

Organizational Culture and Climate:

Solution-Based Casework and Supervisory Standards and Training, will ensure that DCYF's philosophy and practices will be consistent with the Practice Model's Beliefs and Guiding Principles. Through Parallel Process Theory, effective supervision supports a collaborative team approach with staff that in turn builds on families' strengths to meet their needs resulting in better outcomes for youth and families. Solution-Based Supervision is based on a positive supervisor/supervisee relationship that promotes continued learning, self-reflection, identifies challenges, working partnerships, builds upon strengths, and facilitates professional growth and development. Supervisory standards address administrative, educational and supportive supervision to ensure consistent child welfare practice statewide.

Program Improvement Plan and the Practice Model:

DCYF was well positioned to address the findings of the 2010 Federal Child and Family Services Review (CFSR) through the development of the Practice Model. During the design, DCYF engaged a variety of stakeholders, including staff at all levels of the agency, youth, parents, foster parents, law enforcement, the courts, and residential providers. This collaboration resulted in a Practice Model that provides DCYF with a shared vision, consistency in policies and practice, improved casework, and accountability. The strategies not only address the findings of the CFSR but bolster existing strengths in practice. DCYF's Program Improvement Plan and the Practice Model share an inseparable connection.