



CWVE 2020

Child Welfare Virtual Expo

Discussion Guide



Introduction

DESTINATION: PREVENTION-FOCUSED SYSTEM

Building a prevention-focused system can be like taking a journey to a new destination. And, just as with any other trip, you'll need to think about what you will take with you, who's coming along, and where you want to end up. Before you set off, you'll want to make sure you have the right information and tools, so you should take a good map and guidebook with you. We think we have something that can help you plan the trip!

You and your team can use the informative and insightful presentations from the 2020 Child Welfare Virtual Expo (CWVE) as an on-demand learning experience to explore the elements of a responsive and successful prevention system and plan for putting its elements into action.

The Capacity Building Centers for States, Courts, and Tribes, the Quality Improvement Center for Workforce Development (QIC-WD), the National Child Welfare Workforce Institute (NCWWI), and the National Child Abuse and Neglect Technical Assistance and Strategic Dissemination Center (CANTASD) worked together to bring you the most relevant information presented by child welfare experts in the field.

Take advantage of these on-demand videos and activities to plan your journey, explore the terrain of the prevention continuum, and launch your plan. Ready! Set! Go!

Plan Your Journey

Every trip needs an itinerary and this one is no exception! Where you begin depends on where you are currently and where you want to go since agencies are at different places on the readiness continuum. Use the questions below to plan your journey.

Did You Attend the CWVE and Now You Want to Take a Deeper Dive Into Prevention?

The CWVE learning experience resources can be used to support individual learning and send you to sources for more indepth information.

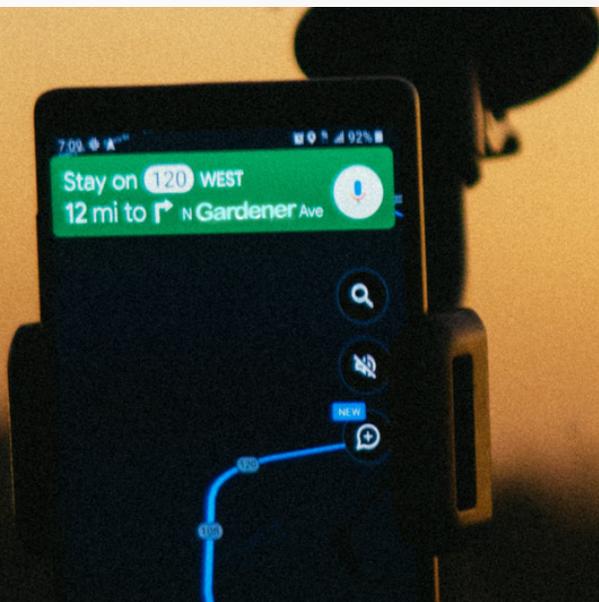
Do You Want to Work With Your Team to Implement Workforce Strategies Around One or More Topics?

The resources available through the CWVE learning experience can be used to support group learning and augment existing training, and are designed to help you move new learning into a plan of action.

Who Is Joining You?

The videos and related resources are ready-made for individual professional development and group learning, and are tailored to program leaders, administrators, program managers, supervisors, community partners, families, and other team members working on implementing prevention-focused programs and services at a child welfare agency.

- **For individual learning:** View the videos and answer reflection questions to connect the knowledge to your work. After you watch, identify a work example relevant to the topic to consider during the session and to share with the team. What are your goals? How does this topic impact your prevention-related planning and practice?
- **To build your team's skills and move strategies into practice:** Invite team members and collaborative partners to view the videos and use the reflection questions to spark discussion and generate useful ideas. Ask individual group members to dig deeper into the additional resources and bring their discoveries to your team meetings. Use the action planning tool to assess strategies that suit your agency's needs and available resources and create a plan to implement those strategies.



Set Your Route

Use the table below to determine the best route for you and your team based on your destination. In each route, watch the recommended videos, answer the reflection questions, and (if possible) work through the team activities with your team and collaborative partners. Then use what you've learned to complete the "Putting It All Together" exercise.

Destination	Recommended Route
I want to ...	Modules and additional resources
Build awareness of how focusing on prevention and strengthening families supports safety, permanency, and well-being	<ul style="list-style-type: none"> → Video 1: Becoming a Prevention-Focused System: A Conversation With National Experts → Video 2: Family Engagement: A Collaborative Process for Systems Change → Video 6: What Is Urgent? Taking the First Steps Toward Change → Exhibit Hall resources
Shift my agency's culture and climate from reactive engagement toward collaborative prevention	<ul style="list-style-type: none"> → Video 1: Becoming a Prevention-Focused System: A Conversation With National Experts → Video 2: Family Engagement: A Collaborative Process for Systems Change → Video 5: Building Prevention-Centered Systems: Key Leadership, Workforce, and Community Roles in Shifting and Sustaining Culture → Exhibit Hall Resources
Inspire staff to embrace their role as change agents in building an overall approach to prevention	<ul style="list-style-type: none"> → Video 1: Becoming a Prevention-Focused System: A Conversation With National Experts → Video 3: Going Behind the Scenes: Effective Partnerships for Primary Prevention → Video 5: Building Prevention-Centered Systems: Key Leadership, Workforce, and Community Roles in Shifting and Sustaining Culture
Identify where prevention strategies are already working well within the system, begin to analyze why, and think about how to amplify and expand successes	<ul style="list-style-type: none"> → Video 2: Family Engagement: A Collaborative Process for Systems Change → Video 3: Going Behind the Scenes: Effective Partnerships for Primary Prevention → Video 4: Developing and Measuring the Success of a Comprehensive Prevention Framework → Video 5: Building Prevention-Centered Systems: Key Leadership, Workforce, and Community Roles in Shifting and Sustaining Culture → Exhibit Hall resources

Start Your Trip!

The descriptions below can help you identify the information you will need to build or expand on your prevention-focused system. Use the reflection questions to consider how the information in the video connects to your work or as discussion starters to brainstorm ideas and plan for next steps.



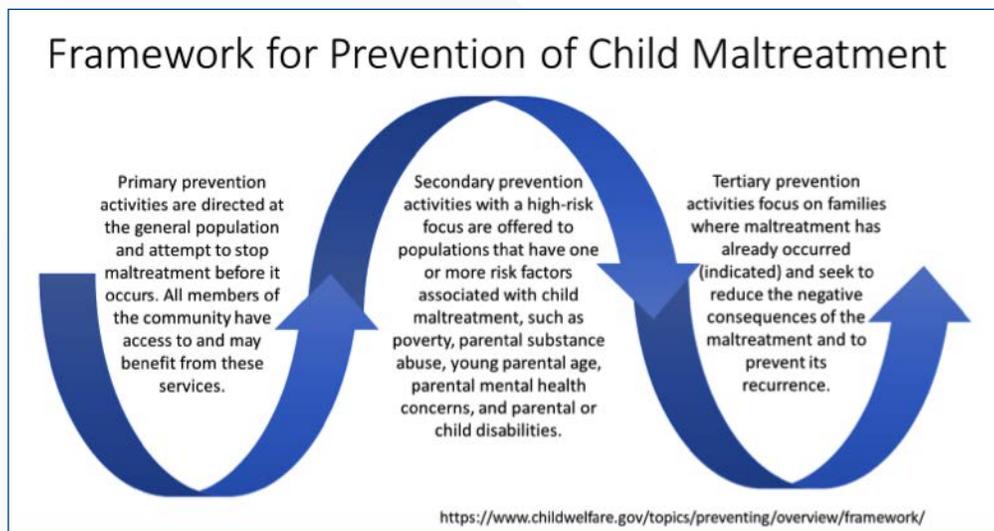
Video 1: Becoming a Prevention-Focused System: A Conversation With National Experts

Touches on the importance of primary prevention in child welfare, highlights the public systems approach to prevention, and provides examples of how states have successfully implemented prevention programs. The video highlights the need for involving multiple voices and partnerships in developing and implementing prevention plans, as well as the important role courts play in prevention. Speakers also

discuss strategies for developing a robust prevention continuum while continuing to improve services provided to children and families as the needs of the in-care population change following successful implementation of prevention-focused systems.

Reflection Questions:

1. Using the graphic below and information from the video, describe some examples of primary, secondary, and tertiary prevention in your agency and community.



2. How can legal services and other available services in your community help support existing or new prevention efforts in your agency and community?

Team and Collaborative Partner Activity

On a whiteboard (or chat, if virtual), brainstorm a list of organizations or types of organizations that can partner with your agency on various aspects of prevention. Then ask group members to list two ways they can work with each type of organization.



Video 2: Family Engagement: A Collaborative Process for Systems Change

Explores the question of how to change a system designed to protect children from their families to one that helps support families in keeping their children safe and healthy. The presenters examine the question from several perspectives, including that of a mother and son with lived experience and leaders who set the tone and direction for

putting families at the center of child welfare work through strategies such as family finding, father engagement, and icebreaker conversations. Finally, the video highlights the literal and spiritual interconnection of American Indian/Alaska Native families and how to engage families in a trauma-informed manner.

Reflection Questions:

1. What does your agency currently do to engage families?
2. How can you change your agency culture to strengthen families?
3. Why is the role of leadership so important in engaging families in prevention initiatives?

Team and Collaborative Partner Activity

Pair up for a small group chat. Pretend for a moment that you are a family member in your own community. What do you need from the child welfare agency or other organizations to strengthen and preserve your family? Discuss and write down your answers for 5 to 10 minutes, then share with the larger group. Note any common themes that emerge.

Questions for Further Exploration

- How can agencies engage families and youth with lived experience to define system-level successes and barriers?
- How can child welfare staff gain a deeper understanding of historical and intergenerational trauma and its impacts on the family and local community or tribe in order to provide trauma-informed family engagement?
- What actions can you and your coworkers take to support coparenting among parents, kin caretakers, and foster parents?



Video 3: Going Behind the Scenes: Effective Partnerships for Primary Prevention

Offers viewers a behind-the-scenes glimpse of effective collaboration to help them gain a deeper understanding of the dynamics of effective collaboration from multiple perspectives. Child welfare partners highlight their journeys and share their experiences of the adaptive challenges they faced in building the relationships and capacities needed to

be an effective partner. The video also suggests useful strategies for avoiding pitfalls and addressing speedbumps along the way to implementing effective partnerships for primary prevention.

Reflection Questions

1. What are some lessons learned from places where collaboration around prevention is going well?
2. What are some barriers or challenges to collaboration that you see at your own agency?
3. What did you learn in today's session that can help you address these challenges?

Team and Collaborative Partner Activity

Spend around 20 minutes brainstorming about what an organization might need or want when partnering with a child welfare agency. Then, identify where agencies are meeting those expectations or where there might be gaps

Questions for Further Exploration

- A strong and engaged relationship between a child welfare agency and the families they serve can increase the potential for a successful resolution. What can an agency do to invite community partners in helping to build and maintain supportive relationships with families?
- Who sets the vision when agencies and community partners come together to build services?
- What are some challenges that agencies may need to overcome to start developing collaborative relationships with community partners?

Video 4: Developing and Measuring the Success of a Comprehensive Prevention Framework



Presents strategies for developing a comprehensive community prevention framework across all levels of prevention and examines how the impact of systems in the prevention framework can be analyzed and measured through data analysis and continuous quality improvement (CQI).

Developing and understanding the effectiveness of prevention programs requires a sustained collaborative investment in preventing abuse and neglect at the community level. Major factors in the success of prevention programs are the collection and thoughtful use of data to inform what services will best meet the needs of children and families and to measure successes and opportunities for improvement. Presenters, including child welfare agency leaders, private providers, courts, and families who have been involved in these efforts, discuss their challenges, successes, and visions for building a more prevention-focused system in the age of the Family First Prevention Services Act (FFPSA).

Reflection Questions

1. How do you know if the prevention framework your agency has implemented is achieving the desired outcomes?
2. Is your child welfare system effectively addressing racial and economic disparities? List three things your agency currently does or could do to address these issues.
3. How can effective data collection support the day-to-day work of prevention?

Team and Collaborative Partner Activity

Break the group up into teams of two to three people. Each team has to make decisions about prevention-related programs in their child welfare system. They can only have access to three types of data. Each team should discuss which three types of data they would select and why, then share their results with the rest of the group.

Questions For Further Exploration

- How will you challenge your system to increase and enhance engagement with family and youth in prevention services planning and CQI? How will you know that it's working, and where you need to adjust? What data would demonstrate that?
- What are some creative solutions or "easy wins" to better engage constituent voices in prevention and CQI? What might be needed to do this better, and what are the greatest challenges?
- What challenges have you and your agency encountered in selecting, implementing, and evaluating the effectiveness of evidence-based and evidence-informed interventions? How have you addressed these challenges? What type of support or information would be most helpful?
- What community partners/service providers are not yet at the table in conversations about prevention and CQI, but should be? If you are a service provider, what would be the most effective way to engage you and your colleagues in collaborating?



Video 5: Building Prevention-Centered Systems: Key Leadership, Workforce, and Community Roles in Shifting and Sustaining Culture

Pairs child welfare leaders with community partners to showcase the importance of successful collaboration and engagement for implementing prevention-focused systems. The presentations focus on developing an agency culture that supports prevention to successfully implement the provisions

of FFPSA and build a prevention continuum. Presenters discuss strategies for building a prevention-focused agency culture and climate while simultaneously collaborating to spread the vision for prevention beyond the borders of child welfare agencies and into the community. Presenters also highlight examples of agency- and community-driven culture shifts and ways to develop the collaboration needed to sustain efforts in the long term.

Reflection Questions:

1. What is "culture" in the context of child welfare? Describe the culture at your agency.
2. What are the characteristics of a culture that supports prevention? Where do you see these at your agency? Where can you identify gaps?
3. How can you work to ensure that your agency's culture supports racial diversity and work to reduce disparities?

Team and Collaborative Partner Activity

On a whiteboard or large sheet of paper, create a visual representation (an ecosystem map) of your community's existing prevention-focused system, including the agency and its partnerships with community and other organizations, and what each organization contributes to the system and its culture (e.g., elevates youth voice, provides leadership around family engagement, etc.). Then, brainstorm a list of additional collaborations that could become a part of the system and incorporate them into the map.

Questions For Further Exploration

- What resources and community relationships do you currently have that would support your agency in building a prevention-centered culture?
- Based on what you've heard in the session today, what are the next steps for your agency related to reaching out and building collaborative relationships with a shared understanding of what's needed for a community response to prevention?
- What plans do you have to communicate a prevention-centered vision to your staff and stakeholders?



Video 6: What Is Urgent? Taking the First Steps Toward Change

Reviews actions that can lead to building authentic, collaborative, and prevention-focused child welfare systems. Presenters offer multiple perspectives and discuss strategies for effective collaboration between child welfare agencies and community partners in the provision of prevention services. Viewers will learn how prevention-focused systems can

improve child welfare outcomes and will develop ideas for incorporating the principles of FFPSA into state and territory plans. Following the presentations, young adult and family representatives facilitate a discussion that explores the urgent first steps toward change.

Reflection Questions

1. What are some strategies from this session your agency can use to shift to a prevention-focused system?
2. What are some strategies your agency can use to incorporate the requirements of the FFPSA into state or territory plans?

Team and Collaborative Partner Activity

Think about the information from the module and brainstorm strategies agencies can implement right now to enhance prevention in your community. Then rank them from most to least doable, and list out possible barriers for each one. Finally, list at least one potential solution for each barrier you've come up with.

Virtual Exhibit Hall Resources

Watch the videos and review the resources and tools offered by presenters at the 2020 CWVE virtual Exhibit Hall.

Reflection Questions

1. Watch the "In the Moment" video featured in the Children's Bureau's exhibit booth. How can the questions it raises inform your prevention practices and programs?
2. How can you use two of the Exhibit Hall resources in your own work or practice? Be specific.





Putting It All Together: Take the Journey to a Prevention-Focused System

Activity

After viewing the videos and working through the questions and activities, maintain your momentum by connecting what you have learned to your work, changing your practice, teaching others the strategies you have learned, and building partnerships. Work on the following exercise with your team and collaborative partners to dig deeper into the resources and discover links between what you've learned and what you can do in your agency and community. Then use what you've learned in your responses to the action planning worksheet below to tailor strategies to your needs and available resources and create a plan to act.

Imagine that you and your collaborative partners are taking a journey together to design a prevention-focused child welfare system from scratch. Use a whiteboard, group chat, and discussion to work through the following questions and identify the elements of the new system. Note any common themes that emerge and jot them down.

Questions

- *What are your goals for the system?*
- *Who are your organizational partners?*
- *Who are the leaders on the system? What is their role?*
- *What resources do you need for your system to thrive?*
- *What data do you need to know about your communities to establish and sustain your prevention-focused system?*
- *How will you ensure that the system is equitable, fair, and meets the needs of all communities?*
- *How will you collaborate with families?*
- *How will you incorporate youth voice?*
- *How will you know if your system is working as designed?*
- *What mechanisms will you put in place so the system can evolve and change as needed?*
- *How will you keep all system stakeholders consistently informed?*
- *What are the features of a culture and climate that will encourage the system to run smoothly?*

Prevention-Focused System Action Planning Worksheet

Use this action planning worksheet to identify areas for growth and plan next steps.

1. Based on what you learned in the videos, questions, and activities, identify up to three actions that would help your agency improve prevention services in your community. Then list three community or other social service partners that can work with you on these actions.
2. What are the barriers to taking each action? What are some possible solutions?
3. How can you work with families and youth in your community to improve prevention in your community?
4. What resources (within reach) would help improve prevention in your community? Who needs to be included?
5. What would be some specific benefits of the changes?
6. When will you start? What one thing can be done immediately?
7. How will you measure success? How will you ensure accountability for next steps?