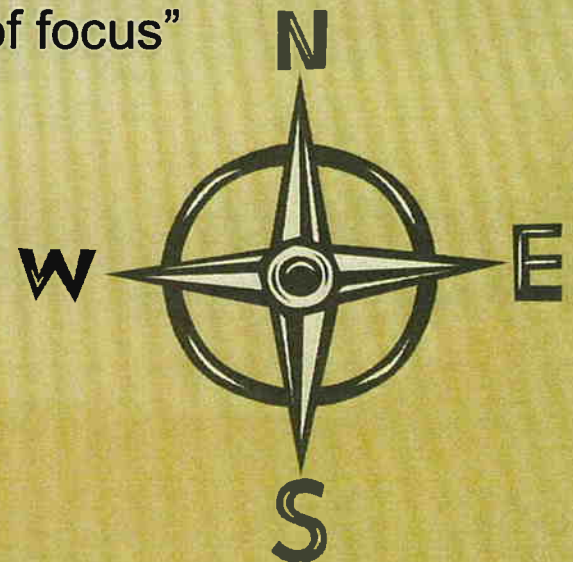


# A Roadmap To Transformation Through Values-Driven Practice

## *The Roadmap: Why do we need a roadmap?*

- There is not a clear and consistent understanding regarding the need for transformation, nor of desired outcomes.
- There is not a clear understanding of the variety of roles in transformation or the corresponding performance expectations.
- Operating without a cohesive and measurable plan for change will result in the inability to measure progress, and the increased likelihood of “loss of focus” (especially in the midst of crisis).



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### *The Roadmap: How will it help us move forward?*

- A clear plan will result in the development of a **common set of values**, practice strategies, and outcome measures.
- A common roadmap will increase efficiency and facilitate **better integration** of sometimes fragmented and disparate initiatives in child welfare practice (e.g. CFRS/PIP, CPPC, Watchful Oversight, Systems of Care, etc).
- A sequential roadmap for transformation will become a foundation for the development of **consistent outcome measures** leading to evidenced-based decision making and CQI.
- A community-owned roadmap is resistant to changes in leadership, funding sources or political environment; it encourages a **consistent focus on best practice**.

## A Roadmap To Transformation Through Values-Driven Practice

### *Guiding the Transformation: WE BELIEVE THAT*

Our children should be thriving in safe and stable “forever” families. Children and youth need to have a connection to an adult that provides **life-long unconditional love and acceptance**. These types of bonds are best formed in families.

**Placement moves are inherently traumatic** for children and caregivers. A move should occur only after all parties to the case meet to discuss the issues and to consider services or other supports that could help preserve the placement.

It is a travesty to blame a child for a system failure. A disruption in a child’s placement is not a “choice” made by a child. **We are responsible for the success of the families and children we serve.** We will analyze undesirable outcomes to determine what practice change would have resulted in a better outcome.