

# Implementing a Practice Model

## Lessons Learned





# Executive Leadership

- Agency leadership must lead the way
- Director's Commitment Front and Center
- Establish Mindset: "Taking our practice to a higher level"
- Go slow: Rome was not built in a day
- Create Open and Transparent Feedback Loops
- Set Clear Expectations
- It's a Marathon: Plan on a 5-8 year Implementation Process
- Emphasize Support Throughout





# Changing Agency

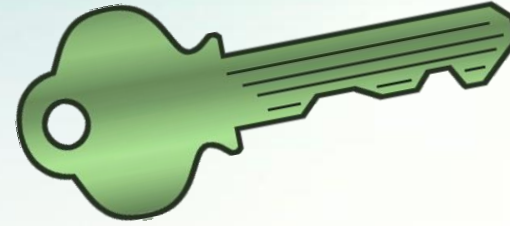


CULTURE

- Utilize your agency's strengths to help implement
- Emphasize to staff in it for the long haul
- Make it clear to all: "This is mandatory not optional"
- Understand workers will learn and practice at different rates – it is important to always be in a CQI practice development state (beginner – intermediate – advanced)
- Consider making your successful early adopters your practice champions
- Educate Agency Attorney and Key System Stakeholders
- Look for ways the practice model can support and enhance other agency initiatives



# Supervisors are



- Prepare and Develop Supervisors
- Apply Practice Principles and Tactics to real cases
- Continuous/Strong Support of Leadership/Supervisors
- Natural fit in an area of strength in your agency
- Overviews vs. Deep Dives in the beginning
- Time to assimilate changes
- A safe place to practice and fail
- Parallel process





# From Beginning to Now-WCDSS

- 2007 CFSR results In Home Services
- 2010-11 BSC on Trauma and Placement Stability
- 2011-15 Project Broadcast
- 2012 Signs of Safety – Child Welfare
- 2014-16 Trauma Informed Training – Across Agency
- 2018 Signs of Safety – APS & Signs of Success -  
Employment Social Workers





# Sustainability

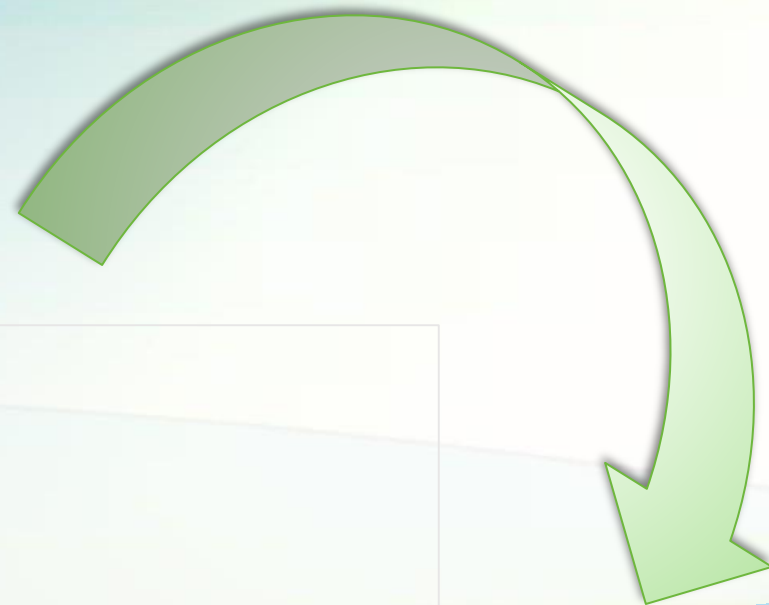
- Identifying skills at Beginner, Intermediate and Advanced levels
- Developing training, and supports for practice
- Measuring skill practice at each level to encourage growth
- Spread of practice principles throughout agency
- Common language





# Lessons Learned

- Must be **County Driven**
- Communicate the **WHY**
- It's a Marathon - 5-8 years
- Make practice mandatory
- Start with the strength in your agency
- Supervisory development, preparation and support
- Overviews first, deep dives later
- Use real cases for skill development
- Plan for time to absorb
- Check in and accountability
- Sustainability planning



# Questions?

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