Innovations Exchange

Practice Supports

Hosted by Anthony Mack, MHS and Sharon Kollar, LMSW
Please respond to the poll question by selecting your answer and then clicking “submit”
Welcome!

This Innovations Exchange is sponsored by:

National Child Welfare Workforce Institute
LEARNING, LEADING, CHANGING
Centering and Acknowledgements
Innovations Exchange Series

• Leadership and Supervision
• Inclusivity, Racial Equity, and Community Engagement
• **Practice Supports**
  • Work Conditions, Benefits, and Organizational Culture/Climate
  • Education and Professional Development Partnerships
Today’s Exchange

- Orientation to Discussion
- Small Group Discussion
- Large Group Reflection
- Next Steps and Closing
Chat Question

What does your agency do to assure effective practice is happening with families and children?

If you have a formal practice model, what tells you that it is working within practice with families?
Practice Supports

- Provide practice models and related practice principles to engage families
- Coach to strength-based approaches
- Support evidence-based or evidence-informed best practices
- Assure sufficient resources are available to provide services to families and their children
Practice Models

- Guide the work of child welfare programs
- Provide a road map for the workforce of the program’s core principles, values, and related skills
- Use a child welfare program’s vision, mission, and values to inform practice
- Demonstrate intentional racial equity strategies
Family-Centered & Strength-Based Practice

• Moves beyond the presenting concern to a holistic view
• Engages the family as a partner in achieving safety
• Treats the family as the experts on their own family
• Connects the family with meaningful resources
• Seeks possibilities for change
• Identifies signs of safety
• Uses family strengths to mitigate safety concerns
Coaching as a Practice Support

Coaching in supervision focuses on:

• Skills coaching to build specific skills and abilities
• Developmental coaching aimed at stimulating staff growth and ongoing critical thinking abilities
• Performance coaching centered on “role” performance
Small Group Discussion
Group Agreements

• Make space for all voices to be heard
• Embrace creativity and originality
• Listen actively and be fully present
• Stay curious about the range of viewpoints
Discussion Questions

In what new ways has your agency provided sufficient resources to effectively support families and provide services during the COVID-19 pandemic?

What unexplored possibilities still exist to integrate anti-racism actions into practice supports?
Large Group Reflection
Chat Question

What unexplored possibilities still exist to integrate anti-racism actions into practice supports?
Join us for our next Innovations Exchange:
Work Conditions, Benefits, and Organizational Culture/Climate
October 20
Innovations Exchange Series

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Resources for Practice Supports

View this [video](https://ncwwi.org/files/Family_Involvement_1-page_summary.pdf) to learn how the Indiana Department of Child Services returned to their core values and mission by rallying around their practice model.
Evaluation

Please fill out the evaluation.

We are always learning and growing and want to improve this Innovations Exchange Series to meet your needs.
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Thank you!