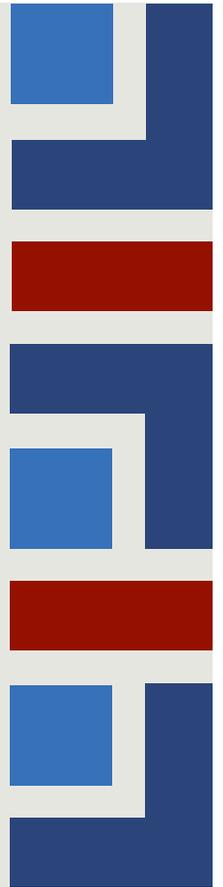# Family First Readiness Assessment, Planning and Initial Implementation:

Chapin Hall Capacity, Planning Framework and
Suite of Tools
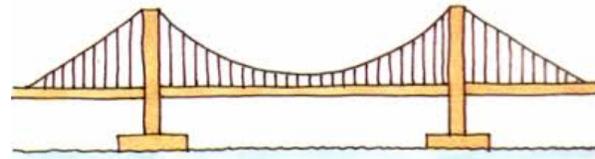
CHAPIN HALL
AT THE UNIVERSITY OF CHICAGO

Chapin Hall Capacity & Expertise

Bridging the Gap Between
# What We Know and What We Do

Chapin Hall at the University of Chicago is a research and policy center, focused on a mission of improving the well-being of children and youth, families, and their communities.

Chapin Hall provides public and private decision-makers with rigorous data analysis and achievable solutions to support them in improving the lives of society's most vulnerable children, youth and families.

Actionable Solutions, Sustainable Results, Capacity Built via Intensive On-the-Ground Teams and Partnership
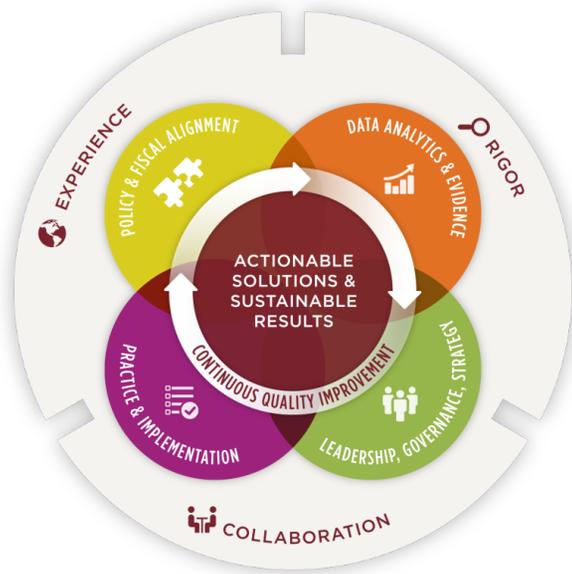
Building capacity across domains creates readiness to leverage current & future system improvement and transformation opportunities

Jurisdictions build new capacity to:

- Use data and evidence in decision-making

- Lead toward a strategic direction and priority outcomes

- Build structures that support strong governance and outcome attainment

- Implement strategies to meet specific needs of children and families

- Align policies and finances to gain traction and momentum

- Monitor progress and continually improve

Impact

- Jurisdictions have new capacity to function as *learning organizations,* ready to respond to Family First Prevention Services Act, CCWIS, new evidence and other opportunities

Chapin Hall & Casey Family Programs
COLLABORATING AT THE INTERSECTION OF RESEARCH AND POLICY

Capacity-Building Philosophy and Approach

- Build system change capacity in leaders, managers, and with stakeholders
- Create learning organizations able to leverage new opportunities and address current and future challenges
- Co-design and develop, facilitate, guide and reinforce to ensure capacity built is sustainable
- Promote acquisition of new skills and competencies across the system

Celebrate growing independence as a measure of success

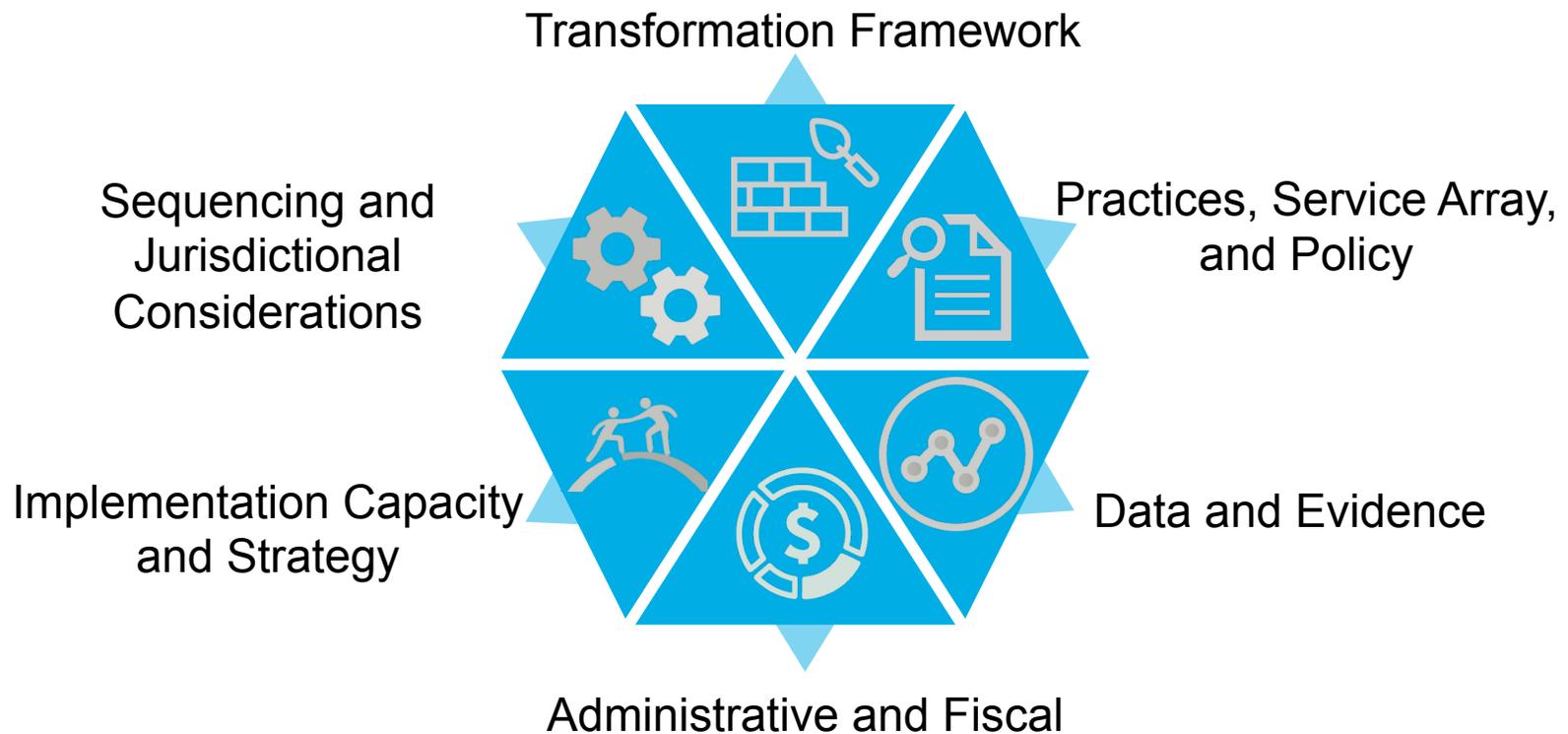# Applying Lessons Learned from Waiver Implementation: Leveraging Opportunities for System Transformation

Family First Readiness Assessment, Planning and Initial Implementation Framework

Family First:
Readiness Assessment, Planning and Capacity Building for Implementation

Transformation Framework

Practices, Service Array, and Policy

Data and Evidence

Administrative and Fiscal

Implementation Capacity and Strategy
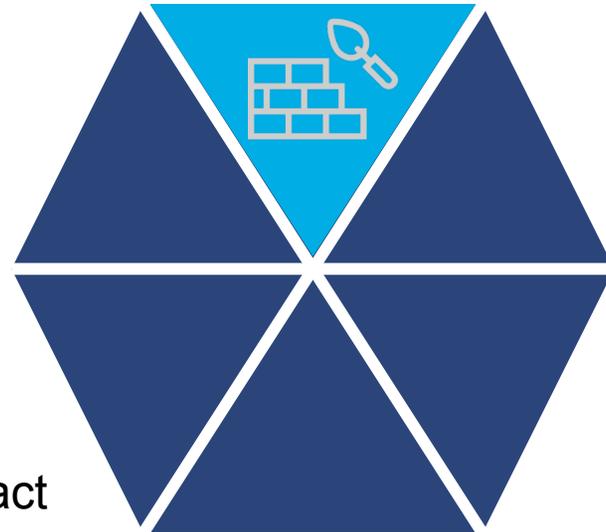
Sequencing and Jurisdictional Considerations

Domain – Transformation Framework

- Transformation vision***
- Strategic direction
- Priority outcomes
- Target populations
- Theory of change

***Leverage opportunities, reduce barriers, cultivate innovation and achieve collective impact with stakeholders at the table

Domain - Practices, Service Array and Policy

- Practice Model
- Casework and supervisory practices
- Child and family assessment
- Case and service planning
- Service array - EBPs and supportive
- State/agency policies, regulations & rules
- Alignment and leverage of policies external to Family First

Domain - Data and Evidence

- Data collection & analysis
- Federal reporting
- Information systems (CCWIS)
- Evaluation
- Continuous quality improvement (CQI)

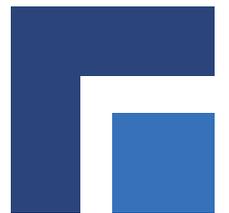# Domain - Administrative and Fiscal

- Contracting
- Budgeting & appropriation requests
- Federal plans & reporting
- Accounting & claiming systems

Domain – Implementation Capacity and Strategy

- Implementation structure and processes
- Workforce capacity and alignment
- Training and coaching
- Stakeholder analysis, engagement, and partnership
- Communications

Domain - Sequencing and Jurisdictional Considerations

- Sequencing and Interdependencies
  - Legislative & budgeting timelines

- Unique Jurisdictional Factors
  - Leverage points (e.g., legislation, political changes, stakeholders)
  - Alignment opportunities
    - (e.g., PIP, Reasonable Efforts requirements, CIP)
  - Challenges and Barriers
    - Historical challenges related to outcome attainment, implementation, and overall effectiveness
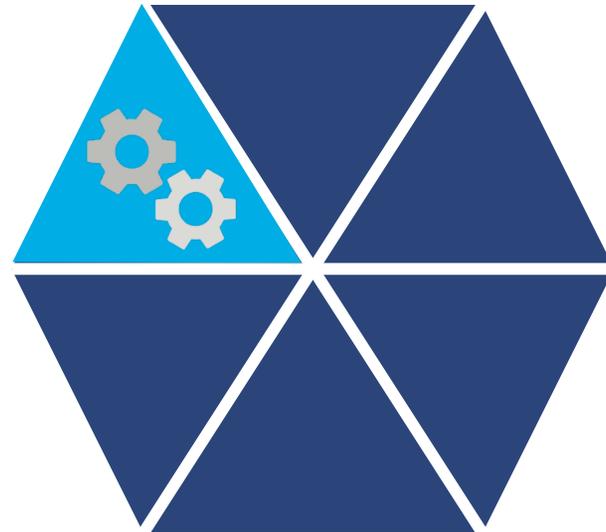
Suite of Assessment and Planning Tools

Suite of Tools for
Readiness Assessment, Planning & Implementation

Overall Assessment and Planning Guide

- Explains the **overall approach** to assessment and planning for Family First.
- Clarifies how the **tools collectively support data-informed decision-making and a comprehensive implementation plan**.
- Recommends **a governance structure** (new or leveraged) to conduct assessment and planning activities.

Readiness Assessments and Capture Tools

- **Leadership assessment and capture tool** to articulate the transformation framework, identify partners, and determine sequencing.
- **Provision assessment and capture tool** to assess readiness for implementation per provision.
- **Provider readiness assessment/survey** to assess current EBP capacity, and readiness to implement prevention EBPs, congregate care, and other provisions.
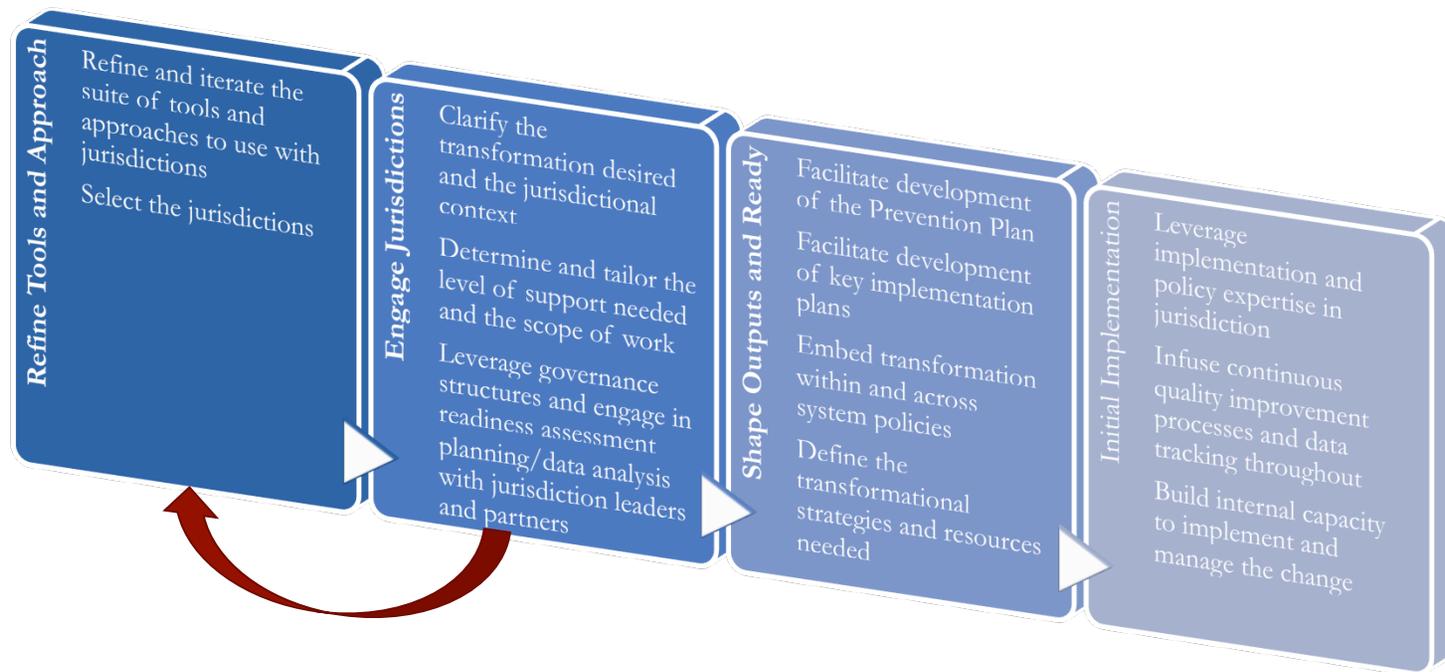
Action and Implementation Plan Templates

- **Provision action plan template** based on the results of the readiness assessments, identifies the action items, responsible parties and timeline.
- **Integrated implementation plan template** identifies the implementation tasks by domain and component.

Family First Readiness Assessment, Planning and Initial Implementation: Putting the Approach into Action

Refine Tools and Approach
- Refine and iterate the suite of tools and approaches to use with jurisdictions
- Select the jurisdictions

Engage Jurisdictions
- Clarify the transformation desired and the jurisdictional context
- Determine and tailor the level of support needed and the scope of work
- Leverage governance structures and engage in readiness assessment planning/data analysis with jurisdiction leaders and partners

Shape Outputs and Ready
- Facilitate development of the Prevention Plan
- Facilitate development of key implementation plans
- Embed transformation within and across system policies
- Define the transformational strategies and resources needed

Initial Implementation
- Leverage implementation and policy expertise in jurisdiction
- Infuse continuous quality improvement processes and data tracking throughout
- Build internal capacity to implement and manage the change

Readiness Assessment, Planning and Capacity Building for Implementation

- Maximize and leverage the provisions in Family First to promote system transformation.

- Be methodical in planning to identify opportunities to embed the transformation throughout the system.

- Clarify direction and strategy, and align resources to be successful.

- Develop clear and integrated implementation plans to ensure comprehensive approach and effective tracking and evaluation.

- Incorporate CQI and capacity building to become a learning system.

- Be well prepared and ready to implement!

PLAN

DO

STUDY

ACT

CQI
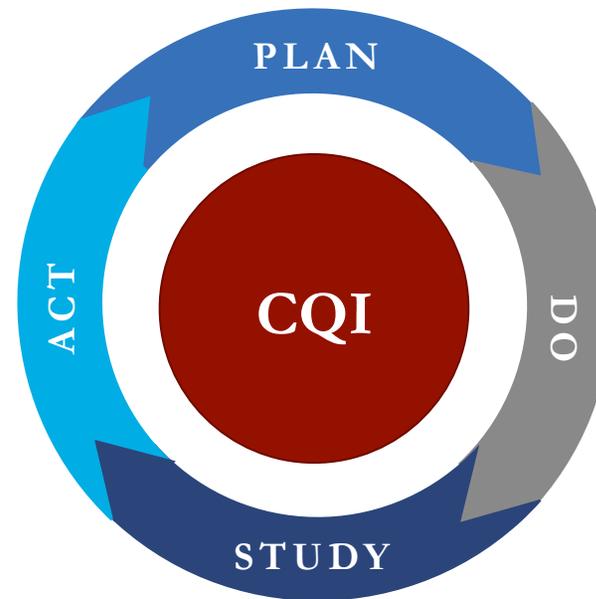
Data Analytics to Support Family First Implementation

Chapin Hall Capacity:
Array of Data Analytics for Family First Provisions

Examples:	Preventive	Congregate Care
Define & understand the population	• Operationalize candidacy definitions with administrative data • Cost savings projections • Geospatial analyses of population relative to resources • Latent class analysis to identify subgroups and describe needs • Predictive models to understand risk levels risk of re-entry among reunified youth	• Predictive analytics to identify risk factors of congregate care placements • Descriptive analyses of the service needs of the population at risk of congregate care placement
Calibrate & enhance the service array	• Identify evidence-based models and their geographic alignment with population needs • Build service matching algorithms to facilitate referrals • Assess workforce capacity for service planning and case management	• Availability of therapeutic foster homes • Algorithmic approaches to placement decision-making • Strategies to equitably monitor quality

Continuum of Definitions of Candidacy for the Prevention Provision of Family First

Indicated Investigations not resulting in removals (NCANDS)

Unsubstantiated Investigations (NCANDS)

Families with known risk factors for removal, including homelessness, substance abuse, teen parents in care (National Survey of Drug Use and Health)

Families in community areas with high confluence of known community level risks (Census, CDC)

Most Narrow *Medium Narrow* *Medium Broad* *Most Broad*