



# *Georgia Division of Family & Children Services*

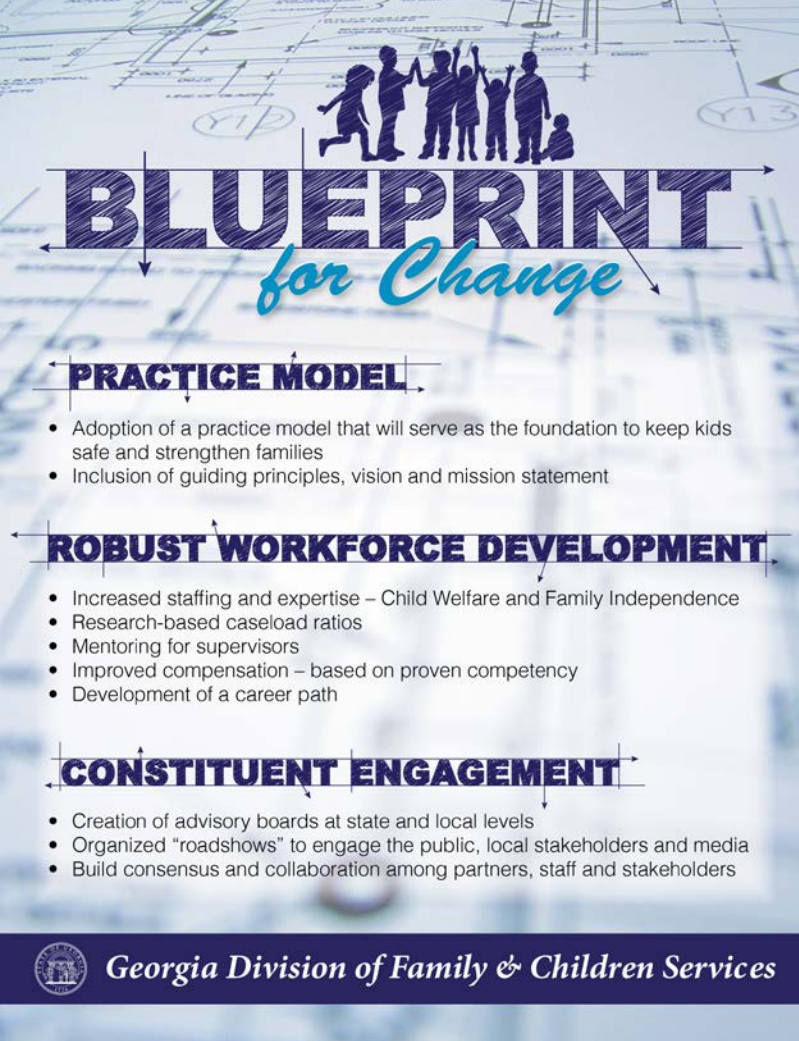
Bobby D. Cagle, Director



# Division of Family and Children Services

## *Child Welfare Update: Solution Based Casework*





**BLUEPRINT**  
*for Change*

**PRACTICE MODEL**


- Adoption of a practice model that will serve as the foundation to keep kids safe and strengthen families
- Inclusion of guiding principles, vision and mission statement

**ROBUST WORKFORCE DEVELOPMENT**

- Increased staffing and expertise – Child Welfare and Family Independence
- Research-based caseload ratios
- Mentoring for supervisors
- Improved compensation – based on proven competency
- Development of a career path

**CONSTITUENT ENGAGEMENT**

- Creation of advisory boards at state and local levels
- Organized "roadshows" to engage the public, local stakeholders and media
- Build consensus and collaboration among partners, staff and stakeholders

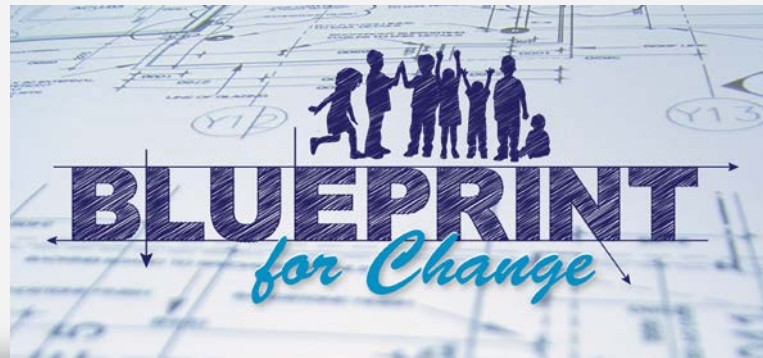
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# Practice Model

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## *What is Solution-Based Casework?*

Solution-Based Casework (SBC) is an evidence-informed practice model for Casework Management in Child Welfare and Juvenile Justice. The model provides a conceptual map for a family-centered practice from assessment through case closure. Grounded in a framework of safety, and wedded to full family engagement, the SBC practice model is best thought of as the architecture that holds our practice to a consistent focus on our safety outcomes.





# *The Heart of Solution Based Casework*

We Prioritize  
the Family  
Partnership

1

2

We Focus on  
Pragmatic  
Solutions to  
Everyday Life  
Problems

We Help Families  
Document and  
Celebrate  
Success

3

# Georgia's Practice Model

## Project Management & Infrastructure

- Utilizing full-time Project Managers & Business Analysts
- Built Practice Model Coach Team (2 Leads, 15 Coaches)
- Created Practice Champions throughout the State
- Developed Organizational Readiness Teams in North, South and Metro Districts

## Implementation Science

- Leadership
- Competency (Selection, Training and Coaching)
- Organization (Data, Systems Intervention and Barrier Busting)

## 8 Design Workgroups

- Policy
- Organizational Readiness
- Quality Assurance & Fidelity
- GA SHINES (System)
- Training and Professional Development
- Selection and Performance Assessment
- Constituent Engagement
- External Advisory Board



# Georgia's Practice Model - Implementation



Rollout Slated for July 2016 – Metro Regions 13 & 14



Entire State to be Trained by April 2018



On-site Technical Assistance Provided by SBC Founder  
Dr. Dana Christensen



Newsletter and Microsite Dedicated to Practice Model



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# Georgia's Practice Model - Implementation



Policy Updates Conducted with Stakeholder Groups



Constituent Engagement Training Underway



GA SHINES (System Enhancements to 5 Work Streams)



SBC Certification Manual & Fidelity Review



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# Readiness Efforts & Teams

- Readiness Teams and SBC Champions
- Remedial Training , as Appropriate, on Fundamentals (i.e. Domestic Violence, Substance, Abuse, etc. )
- Integration of the Practice Coaches and Champions Throughout Field Operations
- Monthly Practice Model Newsletter
  - Link to the May 2016 Issue:  
<http://campaign.r20.constantcontact.com/render?m=1109617158036&ca=75a1e959-56ce-4a4c-a4fa-63b9eb955379>



# Questions?

