

Wisconsin Child Welfare Model for Practice Implementation Guide for Leadership

The Wisconsin Department of Children and Families (DCF) and the Wisconsin County Human Services Association (WCHSA) developed this implementation guide to assist counties in using the Model for Practice in their agencies. It is important to note that there is not a single approach for utilizing the Model for Practice in your agency. We expect to develop other implementation tools later this year.

We hope you find these ideas useful when implementing the Wisconsin Child Welfare Model for Practice in your agency.



Ideas for Implementation of the Model for Practice

- ✔ Use in case discussions and planning with staff. Review the values and principles to see if they are aligned with frontline practice and goals for the family.
- ✔ Use in staff and planning meetings as a framework to discuss alignment with agency practice and policies. An agency could focus on 1-2 values each month and discuss how the agency is practicing them and opportunities for improvement.
- ✔ Use as a guide to improve employee performance and practice through coaching and mentoring.
- ✔ Use to orient and train new staff.
- ✔ Incorporate in your recruitment process by integrating in job announcements, job descriptions, and interview questions.
- ✔ Designate specific “model for practice staff” who would become leaders in the implementation of the model and support other agency personnel as they adopt the model to promote focus and consistency in application.
- ✔ Recognize Model for Practice Champions who embrace the values and principles in their casework, interaction with families, co-workers, and system partners.
- ✔ Review agency policies and procedures to ensure alignment and consistency with the Model for Practice.