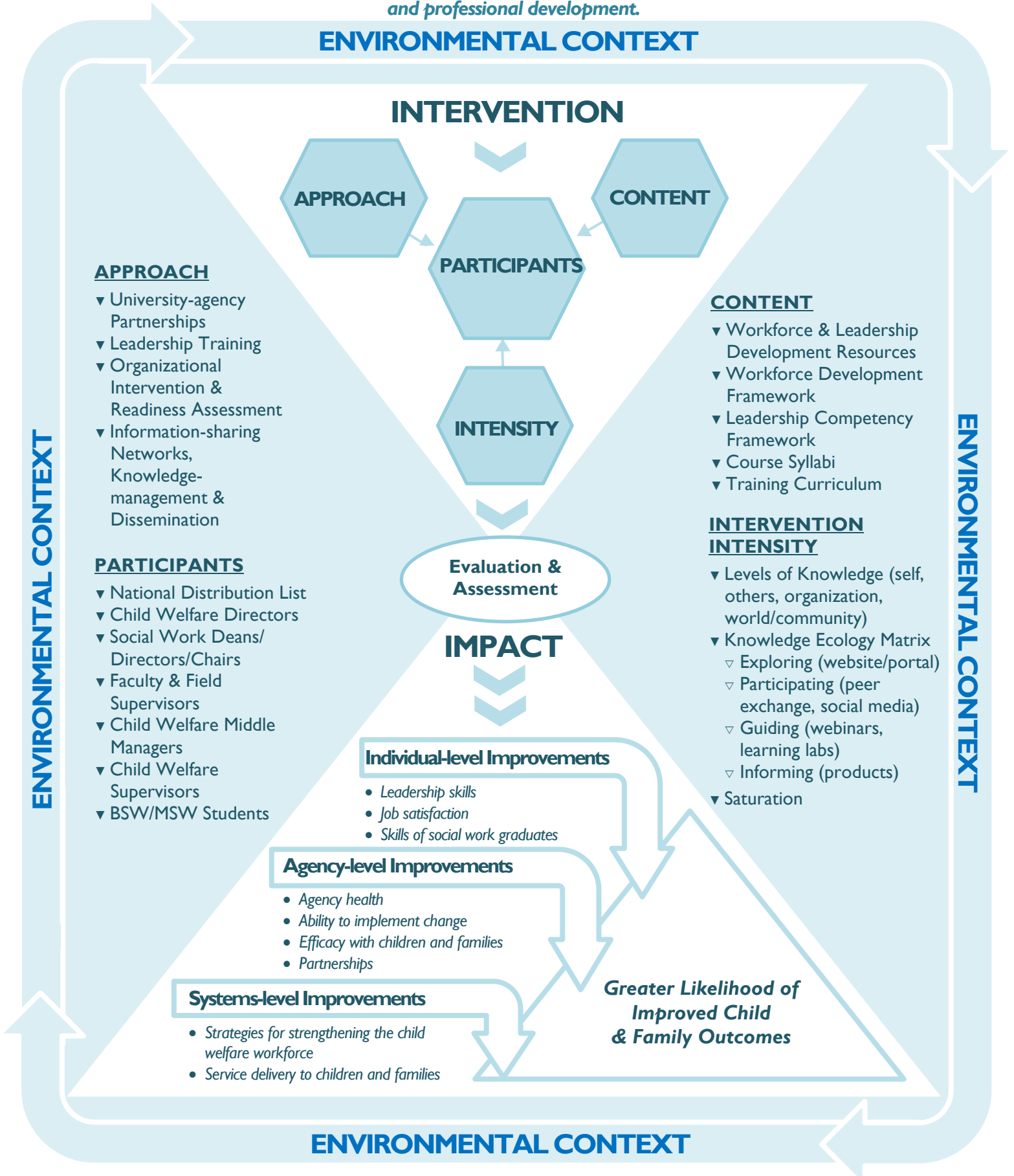


NCWWI Integrated Model of Change: Essential Elements for Effective Intervention & Impact

Our purpose is to increase child welfare practice effectiveness through diverse partnerships that focus on workforce systems development, organizational interventions, and change leadership, using data-driven capacity building, education, and professional development.



NCWWI Integrated Model of Change: Overview of Essential Elements

A committed, competent workforce is key to partnering with children, youth and families to achieve positive outcomes. For this reason, the Children's Bureau has funded the National Child Welfare Workforce Institute (NCWWI) to integrate and apply multiple interventions designed to sustain comprehensive improvements in child welfare workforce practices.

Recognizing that single interventions are not sufficient and that leadership at all levels is critical, NCWWI is taking a comprehensive **approach** to leadership and workforce development that targets simultaneous leadership development of agency directors, middle managers and supervisors, placement and support of social work students in strong learning organizations, and comprehensive assessment and interventions that address workforce challenges and improve agency culture and climate.

Our **interventions** include various levels of intensity:

- a leadership forum for state or tribal child welfare agency directors/commissioners and deans/directors/chairs of social work programs;
- preparation of social work graduates for employment in local child welfare systems;
- training for middle managers and supervisors in developing leadership and change management skills;
- support for transfer of learning through coaching and field education;
- intensive organizational interventions (in selected sites);
- web-enhanced platforms and technology to support communities of practice and peer coaching; and
- Resource identification, development and dissemination.

In a select number of jurisdictions, NCWWI will provide the full range of interventions to create organizational-level support for sustaining learning and improved practice in child welfare agencies.

Our **content** is focused on a range of resources designed to build or enhance workforce and leadership development at all levels, and includes our Leadership Competency Framework, Workforce Development Framework, course syllabi and leadership training curricula.

NCWWI will engage a broad **audience** across child welfare organizations and schools of social work to be change leaders and capacity builders within child welfare agencies and social work programs. In addition, all resources, knowledge and information gained will be shared with a broad national audience in a variety of formats using multiple dissemination and marketing strategies.

A multi-phase **evaluation** protocol will provide information for program modification and dissemination of interventions that show both promise and emerging evidence of effectiveness.