



LEANING IN and STAYING IN

Leadership and System Behaviors

Demonstrating our commitment to the Child and Family Practice Model in interactions with staff, partners, youth, families, communities, and Tribes

LEAN IN <i>Listen, Engage and Explore</i>	LIFT UP <i>Strengthen, Affirm and Develop</i>	CONNECT to <i>Organize and Energize Teamwork</i>	CULTURE <i>Promote Healing Relationships and Supports</i>
<ul style="list-style-type: none"> • Model the practice behaviors expected of staff at all levels of the organization and communicate in clear, honest and respectful ways • Explore complaints, events and situations through inquiry and listening to those involved and reviewing other data and information in order to make balanced assessments and informed decisions • Engage cultural, community and Tribal partners as key advisors in local practice and system changes to advocate for and support improvements • Reflect on one's own beliefs, biases and assumptions and the impact on staff, partners, organizational processes and decision-making 	<ul style="list-style-type: none"> • Find opportunities to affirm staff, partners and organizational strengths in everyday work; pause and take time to use the practice model to guide response and interaction even in times of crisis • Ensure staff and partners have the training, coaching and system supports needed to effectively implement the practice model • Promote system alignment with the practice model, including creating and modeling a culture of teaching, learning, reflection and development at all levels of the organization and system • Provide opportunities for staff, youth, families, communities and Tribes to actively share their voice and play meaningful roles in designing and implementing all practice and system changes 	<ul style="list-style-type: none"> • Actively and routinely seek feedback from staff and partners regarding the practice model, implementation supports, agency policy and systemic barriers, then respond and regularly update regarding action steps taken • Involve the management team in making, communicating and supporting all decisions that will affect staff implementation, system alignment and support of the practice model • Support staff and partners to move forward plans identified by families and their teams, including resourcing and developing culturally sensitive supports and services • Resource, strengthen, support, and reinforce the roles and activities of the Implementation, Supervisory and Leadership Teams in implementing and sustaining high fidelity use of the practice model 	<ul style="list-style-type: none"> • Provide community and Tribal partners with space for testimony on behalf of themselves, their community and their ancestry; • Through sincere words and actions acknowledge and apologize for ways that the system may have contributed to past harm and injustices to children and families and partner to create solutions • Follow through with agreements and representations made to staff and partners; Admit and take responsibility for one's own biases, missteps and mistakes, modeling this as an opportunity for learning and making adjustments in one's interactions • Infuse cultural sensitivity in all interactions with staff and partners and support the development and use of cultural practices and traditions as well as evidence-based practices that can assist local families with loss, grief, hurt, pain, healing and recovery