**New Child Welfare Directors’ Development Program**

**Core Practice Model Professional Development Plan**

## Part I: Preparation

1. Based on your CPM Leadership Assessment you will summarize your areas of areas of strengths and challenges. Based on this information, in *Part II Continuous Learning Goals*, write your goals.
   * Try to have one goal for each domain: Organizational Readiness Building, Engagement, Relationship and Partnerships, Quality, Outcomes and Systems Improvement and Workforce Development**.**  Creating more will inevitably hinder your ability to focus on any of them.
   * Be as specific as possible. For example, “Improve my ability to negotiate roles and responsibilities within the management team” is much more useful than “Improve my negotiation skills”.
2. Explain why each goal is important to you.

* You should only be setting goals that will build your capability to address critical leadership challenges and/or to advance your career as a leader. Having a clear sense of why your goals are important should help you maintain your focus on achieving them.

1. Explain the actions you will take to achieve each goal.

* What you’ll do/change now: the specific things you can do or start immediately to begin achieving your development goals (e.g. self-awareness exercises).

1. In *Part III: Self-Management/Regenerative: Building Resilience,* consider the practices of *Growing your personal support network, Creating a personal holding environment and Self Renewal* (Heifetz) to support the development of your leadership skills and abilities.

## Part II: Continuous Learning Goals

**Organizational Readiness Building** - Organizational Readiness describes a developmental point when an organization has the basic resources, abilities, and willingness to engage in implementing the CPM. This condition must be actively supported to be developed, nurtured, and sustained across the implementation process. **What will you do get started with this CPM Domain?**

|  |  |  |
| --- | --- | --- |
| Goals | Why these are important to me | Actions needed to achieve each goal |
|  |  |  |
|  |  |  |
|  |  |  |

**Engagement, Relationship & Partnerships** - The organization partners with effective community-based service providers with cultural connections to families receiving services; actively partners with families, youth, communities, and other stakeholders and peers to implement best practices, policy development, and problem-solving to support the CPM; and uses inclusive decision-making with staff at all levels across agencies and with partners using teaming structures and approaches to implement and support the CPM. **What will you do get started with this CPM Domain?**

|  |  |  |
| --- | --- | --- |
| Goals | Why these are important to me | Actions needed to achieve each goal |
|  |  |  |
|  |  |  |
|  |  |  |

**Quality, Outcomes and Systems Improvement** The organization supports staff and holds staff at all levels accountable for sustaining the CPM by using a practice-to-policy feedback loop that engages staff and stakeholders in data collection and evaluation; and identifies and implements transparent processes at all levels to track staffing gaps, plan organizational changes, and monitor practice fidelity and effectiveness. **What will you do get started with this CPM Domain?**

|  |  |  |
| --- | --- | --- |
| Goals | Why these are important to me | Actions needed to achieve each goal |
|  |  |  |
|  |  |  |
|  |  |  |

**Workforce Development** - The organization offers professional development opportunities, leadership, supervision, coaching, and workload supports; creates a learning organization; and partners with families and stakeholders to evaluate how front line practice and service delivery aligns with the practice model. **What will you do get started with this CPM Domain?**

|  |  |  |
| --- | --- | --- |
| Goals | Why these are important to me | Actions needed to achieve each goal |
|  |  |  |
|  |  |  |
|  |  |  |

## 

## Part III: Self Management/Regenerative: Building Resilience

Consider the following practices of *Growing your personal support network, Creating a personal holding environment and Self Renewal (Heifetz)* to establish a Self Management Goal.

|  |  |  |
| --- | --- | --- |
| Goals | Why these are important to me | Actions needed to achieve each goal |
|  |  |  |
|  |  |  |
|  |  |  |