



THE CHILD AND FAMILY PRACTICE MODEL “INTERVENTION”

The CFPM is a practice model for all staff within public agencies and their partners to address disproportionality and disparities in outcomes for children, youth, and families in the child welfare system. After a year of research, system reviews, planning, and collaboration as part of PII, four public child welfare agencies and their community, Tribal, and agency partners developed the CFPM as an integrated model that informs and shifts both child welfare practice and systems.

A comprehensive focus on identifying and addressing key systemic barriers to improved outcomes for children and families guided the development of the CFPM and the theoretical framework on which it is based. This framework acknowledges the impact of broad social, racial, cultural, and historical factors in the lives of families and the need for *Partnership, Culture, and Humility* at both practice and system levels to improve outcomes. Through partnerships with families, communities, and Tribes, the CFPM targets efforts to help those children and youth who are in care the longest and experience the worst outcomes

The model includes a theoretical framework that provides the foundation for the model; a set of guiding values and principles for all actions; a frontline practice approach, including core elements and practice behaviors that inform and guide all interactions with children, families, communities, and Tribes; and leadership behaviors that ensure the model is demonstrated and reflected at all levels of the organization and system. While the Practice Model serves as a guide for the daily interactions among staff, leadership, children, families, stakeholders, and community and Tribal partners who are working together to achieve improved outcomes, there is appropriate flexibility and professional discretion to support effective casework practice.

The graphic description on the following page emphasizes that the model is not linear; rather, all parts of the model work together and build on each other. Families, communities, and Tribes are at the center, with a set of concentric and interconnected circles expanding outward that highlight the model’s values, principles, and practice approach. The theoretical framework is shown as the model’s foundation, with key system barriers outlined on the left that the model was developed to address.

Schematic From System Review and Analyses to CFPM Development

