CORE PRACTICE MODEL CLARIFICATION : CPM & ICPM

California’s service delivery system on behalf of vulnerable children, youth and families presents a potentially confusing policy landscape that can benefit from a brief clarification regarding the use of the term, “**Core Practice Model**.”

To distinguish a practice based approach in a Core Practice Model approach from various specific promising practices, we might use the following definition, adapted from **Child Welfare Casework Practice Model Definition** (Barbee, Christensen, Antle, Wandersman & Cahn, 2011):

*A practice model should be theoretically and values based, as well as capable of being fully integrated into and supported by a service delivery system. The model should clearly articulate and operationalize specific casework skills and practices that workers must perform through all stages and aspects of casework in order to optimize the safety, permanency and well being of children who enter, move through and exit the system*.

In particular, there are four recent frameworks that correctly identify themselves as Core Practice Models and which have created some potential confusion:

* **Katie A./Pathways to Permanency Core Practice Model**, developed and implemented in 2013 as part of the state’s settlement agreement, provides a comprehensive framework for counties to address the mental health and related service needs of children and youth involved with child welfare and probation services. The Pathways Core Practice Model, effective March 2018, Is superseded by the Integrated Core Practice Model.
* **California Partners for Permanency (CAPP)/Child and Family Practice Model,** developed between 2010 and 2016, to provide a guide for daily interactions among staff, leadership, children, families, and community and Tribal partners in working together to achieve improved outcomes for children and youth in the Child Welfare system, with an initial goal of improving permanency outcomes for all children and addressing disparate outcomes for African American and American Indian children, youth and families. CAPP was a federally funded demonstration project in four California counties (Fresno, Humboldt, Los Angeles, Santa Clara) that led to the development of **the California Child Welfare Core Practice Mod**el.
* **The California Child Welfare Core Practice Model**, development phase occurred between 2012 and 2016; 2017 and beyond provides a structured implementation process (Child Welfare Directors Institute) to support all counties in installing this practice. The Child Welfare Core Practice Model is s a comprehensive framework that prescribes how services should be developed and delivered in order to support consistent implementation of Child Welfare practice statewide. The goal is to ensure that child welfare professionals are more effective in their roles, while improving accountability and outcomes for children and families throughout the life of each case.
* **The Integrated Core Practice Model,**is an updating of the Pathways CPM, and provides a framework which outlines how services should be developed and delivered and support consistent implementation of statewide practice across all service sectors. It is intended to facilitate a common strategic and practical framework that integrates a unified and uniform CANS assessment, youth and family engagement process, service delivery, coordination and management, among all those involved in *working with children, youth and parents in*child welfare, juvenile probation, and behavioral health departments. In 2019, the ICPM will be further developed with School and Provider partners to further synthesize and install a universal framework for addressing youth and family needs, regardless of their eligibility or funding source.

The development of a Core Practice Model approach in California has been evolutionary and congruent, with each of these four Practice Models adopting and adapting elements and components from one another in its articulation.

* The initial work that was achieved in developing the **Katie A./Pathways to Permanency Core Practice Model** produced a set of values and principles to guide the work of the partner agencies who strive to address the needs of children and youth in the Child Welfare System with mental health concerns.
* The California Partners for Permanency Project built on and expanded these principles and values and added to them an aspect of operationalization that translated them into observable practice behaviors that could be assessed to measure the fidelity of social workers and leaders in their adherence to the **Child and Family Practice Model.**
* **The Child Welfare Core Practice Model** built on the work of CAPP and the Katie A. Pathways Practice Model, by identifying the theoretical framework that guides Child Welfare work, meeting with statewide and local Child Welfare constituencies to adopt and adapt the values and principles of both efforts, and identifying practice and leadership behaviors that clearly articulate how Child Welfare agencies throughout the state can comprehensively deliver effective services in improving child safety, permanency and well-being.
* **The Integrated Core Practice Model** adopted the theoretical framework, values and principles and Child Welfare-specific practice behaviors from the Child Welfare Core Practice Model. Through the added perspective of workgroups from County Behavioral Health Directors Association (CBHDA ) and Chief Probation Officers of California (CPOC), practice behaviors held in common across all three disciplines were articulated. These workgroups additionally identified “enhanced” behaviors reflecting their roles and discipline-specific behaviors.

Currently, there is potential confusion between the **Child Welfare Core Practice Model** and the **Integrated Core Practice Model.** This rests on a misunderstanding of the evolutionary relationship between the two (or potentially among all four California Practice Models). As noted above, the work of the **Child Welfare Core Practice Model** has been fully incorporated in the articulation of the **Integrated Core Practice Model** and is recognized as an integral component of the work that should occur among the systems that serve vulnerable children, youth and families in our state.

The **Integrated Core Practice Model** values and principles, and the practice behaviors, adopted from the cumulative work of the other practice models and held in common, are being championed across all three disciplines. Each discipline should be taking steps to install and implement not only their discipline-specific practice behaviors in partnership with one another, but to support actively through Integrated Leadership and Cross Training, the universal elements of the ICPM.

For California Child Welfare agencies this means installing and implementing the **California Child Welfare Core Practice Model** that evolved from Katie A. and CAPP. I

In all cases, and regardless of the model in use, there is a major focus on Engagement, Relationship, and Partnership. This will further strengthen the congruence of this work with the goals and objectives of the Integrated Core Practice Model and support coordination with partner systems that are adopting the values, principles, and practice behaviors in the **Integrated Core Practice Model**