

Key Considerations: Family First Planning and Readiness

Leadership

System Factor	Key Considerations
Transformative Vision	<ul style="list-style-type: none"> • Family First is understood as a holistic lever for system improvement/transformation • Organizational change or re-structuring opportunities are explored in light of Family First • Strategic direction aligns and leverages Family First • Priority outcomes are reinforced or reconsidered
Sequencing and interdependencies	<ul style="list-style-type: none"> • Implementation planning and timelines relative to the strategic direction are considered • Political, legal, system, workforce and other drivers are assessed • Financial implications are determined • Opportunities to pilot the implementation of provisions are considered • Required timing of program and policy decisions is understood • The need for federal exemptions is determined
Unique jurisdictional factors	<ul style="list-style-type: none"> • Factors unique to your jurisdiction are explored

Provisions

Component	Key Considerations
Target populations	<ul style="list-style-type: none"> • Target populations are empirically/analytically derived • Characteristics, needs, size, and location of target population are understood
Stakeholder engagement	<ul style="list-style-type: none"> • Specific or new partner and stakeholder groups are engaged • Implications for partner and stakeholders' businesses models or processes are considered • Youth, family, and resource parent stakeholders are engaged
Communications	<ul style="list-style-type: none"> • Internal communication strategies are developed and implemented • External communication strategies are developed and implemented • Capacity to leverage existing communication platforms or create new ones is identified
Practice Model	<ul style="list-style-type: none"> • Child welfare practice model is aligned with the provision
Child and family assessment	<ul style="list-style-type: none"> • Assessment requirements are determined • Assessment changes or updates are identified
Case and service planning	<ul style="list-style-type: none"> • Case and service plans are aligned • Business processes for case and service plans are updated
Service array	<ul style="list-style-type: none"> • Data informs target population and identification of existing/needed service array • Service array matches the needs of the population in type and scope
Casework and supervisory practices	<ul style="list-style-type: none"> • Casework and supervisory practices support the provision • Needed casework and supervisory practice changes are determined
Policies, regulations and rules	<ul style="list-style-type: none"> • State/Tribal and agency policies align with the provision • Legislation, regulations, policies, and procedural changes needed are determined

Component	Key Considerations
Workforce capacity and alignment	<ul style="list-style-type: none"> • Staffing is aligned to support implementation of the provision: number of staff, staff competencies, supervisory ratios • Supervisory processes and practices are aligned • Staffing implications within contracted agencies for casework are considered • Required workforce resources and supports are assessed and provided • Barriers to implementation that may impact the workforce are anticipated and addressed
Training and Coaching	<ul style="list-style-type: none"> • Modifications or additions to pre-service or on-going training are made • Modifications or additions to training for resource parents are made • Specialized coaching or training for certain subgroups of staff or specialists is developed • Training of specific stakeholder groups is considered
Data analysis, evaluation & continuous quality improvement	<ul style="list-style-type: none"> • Research questions are developed to support implementation • Opportunities to conduct formal evaluations and research of promising practices is considered • CQI processes are evaluated for adjustment
Data collection & federal reporting	<ul style="list-style-type: none"> • Existing data related to provision and outcomes are assessed • Short and long term data collection needs are evaluated • Data quality approaches are modified
Information systems (CCWIS)	<ul style="list-style-type: none"> • Functionality is assessed for gaps or required modifications
Contracting	<ul style="list-style-type: none"> • Need for new or different contracts with service providers is determined • State/Tribal procurement processes/timelines for service array are elevated
Budgeting and appropriation requests	<ul style="list-style-type: none"> • Fiscal impacts are determined • Budgetary requests are made or mitigation strategies employed in relation to fiscal impact analysis
Federal plans and reporting	<ul style="list-style-type: none"> • Plans meet federal requirements and are aligned with State/Tribal requirements, priorities and desired flexibility • Plans are developed using data and evidence • Plans are developed and implemented in collaboration with stakeholders
Accounting and claiming systems	<ul style="list-style-type: none"> • Modification of accounting and claiming mechanisms to meet new tracking and reporting requirements