Family First Readiness Assessment, Planning and Initial Implementation: Chapin Hall Capacity, Planning Framework and Suite of Tools
Chapin Hall Capacity & Expertise
Chapin Hall at the University of Chicago is a research and policy center, focused on a mission of improving the well-being of children and youth, families, and their communities.

Chapin Hall provides public and private decision-makers with rigorous data analysis and achievable solutions to support them in improving the lives of society’s most vulnerable children, youth and families.
Jurisdictions build new capacity to:

- Use data and evidence in decision-making
- Lead toward a strategic direction and priority outcomes
- Build structures that support strong governance and outcome attainment
- Implement strategies to meet specific needs of children and families
- Align policies and finances to gain traction and momentum
- Monitor progress and continually improve

Impact

- Jurisdictions have new capacity to function as learning organizations, ready to respond to Family First Prevention Services Act, CCWIS, new evidence and other opportunities

Building capacity across domains creates readiness to leverage current & future system improvement and transformation opportunities
Capacity-Building Philosophy and Approach

• Build system change capacity in leaders, managers, and with stakeholders
• Create learning organizations able to leverage new opportunities and address current and future challenges
• Co-design and develop, facilitate, guide and reinforce to ensure capacity built is sustainable
• Promote acquisition of new skills and competencies across the system

Celebrate growing independence as a measure of success
Applying Lessons Learned from Waiver Implementation: Leveraging Opportunities for System Transformation
Family First Readiness Assessment, Planning and Initial Implementation Framework
Family First: Readiness Assessment, Planning and Capacity Building for Implementation

Transformation Framework

Sequencing and Jurisdictional Considerations

Implementation Capacity and Strategy

Administrative and Fiscal

Practices, Service Array, and Policy

Data and Evidence
Domain – Transformation Framework

- Transformation vision***
- Strategic direction
- Priority outcomes
- Target populations
- Theory of change

***Leverage opportunities, reduce barriers, cultivate innovation and achieve collective impact with stakeholders at the table
Domain - Practices, Service Array and Policy

- Practice Model
- Casework and supervisory practices
- Child and family assessment
- Case and service planning
- Service array - EBPs and supportive
- State/agency policies, regulations & rules
- Alignment and leverage of policies external to Family First
Domain - Data and Evidence

- Data collection & analysis
- Federal reporting
- Information systems (CCWIS)
- Evaluation
- Continuous quality improvement (CQI)
Domain - Administrative and Fiscal

- Contracting
- Budgeting & appropriation requests
- Federal plans & reporting
- Accounting & claiming systems
Domain – Implementation Capacity and Strategy

- Implementation structure and processes
- Workforce capacity and alignment
- Training and coaching
- Stakeholder analysis, engagement, and partnership
- Communications
Domain - Sequencing and Jurisdictional Considerations

• Sequencing and Interdependencies
  • Legislative & budgeting timelines
• Unique Jurisdictional Factors
  • Leverage points (e.g., legislation, political changes, stakeholders)
  • Alignment opportunities
    • (e.g., PIP, Reasonable Efforts requirements, CIP)
• Challenges and Barriers
  • Historical challenges related to outcome attainment, implementation, and overall effectiveness
Suite of Assessment and Planning Tools
Chapin Hall Suite of Tools for Readiness Assessment, Planning & Implementation

**Overall Assessment and Planning Guide**

- Explains the overall approach to assessment and planning for Family First.
- Clarifies how the tools collectively support data-informed decision-making and a comprehensive implementation plan.
- Recommends a governance/implementation structure (new or leveraged) to conduct assessment, planning and readiness activities.

**Agency Readiness Assessments and Capture Tools**

- Leadership assessment and capture tool to articulate the transformation framework, identify partners, and determine sequencing.
- Provision assessment and action capture tool to assess readiness for implementation per provision and articulate action steps and responsible parties.
- Provider readiness assessment/survey to assess current EBP capacity, and readiness to implement prevention EBPs, congregate care, and other provisions.

**Other Facilitative Tools**

- Prevention plan theory of change template to articulate, document, and communicate the agency’s theory of change for the Five-Year Prevention Plan.
- Candidacy discussion graphic to provide context and prompt dialogue regarding the children who are at risk of foster care relative to those who could best benefit from a prevention EBP intervention.
- Work plan template to guide action steps towards implementation.
Family First Readiness Assessment, Planning and Initial Implementation: Putting the Approach into Action

- **Refine Tools and Approach**
  - Refine and iterate the suite of tools and approaches to use with jurisdictions
  - Select the jurisdictions

- **Engage Jurisdictions**
  - Clarify the transformation desired and the jurisdictional context
  - Determine and tailor the level of support needed and the scope of work
  - Leverage governance structures and engage in readiness assessment planning/data analysis with jurisdiction leaders and partners

- **Shape Outputs and Ready**
  - Facilitate development of the Prevention Plan
  - Facilitate development of key implementation plans
  - Embed transformation within and across system policies
  - Define the transformational strategies and resources needed

- **Initial Implementation**
  - Leverage implementation and policy expertise in jurisdiction
  - Infuse continuous quality improvement processes and data tracking throughout
  - Build internal capacity to implement and manage the change
Readiness Assessment, Planning and Capacity Building for Implementation

- Maximize and leverage the provisions in Family First to promote system transformation.

- Be methodical in planning to identify opportunities to embed the transformation throughout the system.

- Clarify direction and strategy, and align resources to be successful.

- Develop clear and integrated implementation plans to ensure comprehensive approach and effective tracking and evaluation.

- Incorporate CQI and capacity building to become a learning system.

- Be well prepared and ready to implement!
Data Analytics to Support Family First Implementation
### Examples:

<table>
<thead>
<tr>
<th>Define &amp; understand the population</th>
<th>Preventive</th>
<th>Congregate Care</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Operationalize candidacy definitions with administrative data</td>
<td>• Predictive analytics to identify risk factors of congregate care placements</td>
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<tr>
<td>• Cost savings projections</td>
<td>• Descriptive analyses of the service needs of the population at risk of congregate care placement</td>
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<tr>
<td>• Geospatial analyses of population relative to resources</td>
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<tr>
<td>• Latent class analysis to identify subgroups and describe needs</td>
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<td></td>
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<tr>
<td>• Predictive models to understand risk levels risk of re-entry among reunified youth</td>
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<th>Calibrate &amp; enhance the service array</th>
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<th>Congregate Care</th>
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<td>• Identify evidence-based models and their geographic alignment with population needs</td>
<td>• Availability of therapeutic foster homes</td>
<td></td>
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<tr>
<td>• Build service matching algorithms to facilitate referrals</td>
<td>• Algorithmic approaches to placement decision-making</td>
<td></td>
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<tr>
<td>• Assess workforce capacity for service planning and case management</td>
<td>• Strategies to equitably monitor quality</td>
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Indicated Investigations not resulting in removals (NCANDS)

Unsubstantiated Investigations (NCANDS)

Families with known risk factors for removal, including homelessness, substance abuse, teen parents in care (National Survey of Drug Use and Health)

Families in community areas with high confluence of known community level risks (Census, CDC)

Most Narrow

Medium Narrow

Medium Broad

Most Broad