



## BUILDING BLOCKS FOR SUCCESSFUL IMPLEMENTATION AND SYSTEM CHANGE

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Development and implementation of the Child and Family Practice Model has been grounded in implementation science—a body of research and experience that maintains we will be successful if we attend to both child and family practice and to key factors identified from the literature as critical to the process of active implementation. The science of active implementation includes attention to leadership and implementation teams that ensure, nurture, and use data to improve implementation supports; build the competencies and confidence of practitioners to do (over and over) the practice as intended; and strengthen and align organizational policies and practices to sustain support of the Practice Model.

Applying the science of implementation enables child welfare systems to build their infrastructure and capacity to ensure successful practice and services reach and positively impact children and families. Implementation science is applied at all levels of a system, from practitioners in a child welfare agency to the county and state agencies providing child welfare leadership, oversight, and policy. Consequently it provides an important body of knowledge for achieving both the practice- and system-level changes inherent in implementing, supporting, and sustaining the Child and Family Practice Model.

While different contexts, resources, readiness and infrastructure within implementing jurisdictions will impact implementation timelines and trajectories, the implementation process and system capacity needed to support and sustain the Practice Model has looked very similar across implementing jurisdictions. The key building blocks for implementation and system change are pictured below, representing a stage-based approach to implementation. When combined with the valued contributions, perspectives, and support that emerge by establishing community partnerships early on, local practice and system changes can move forward in ways that are responsive to the culture, trauma and needs of the children and families being served.

