

# REIMAGINING PREVENTION: CULTIVATING COMMITMENT

05/17/2022



# Housekeeping



## Recording

This presentation is being recorded.



## Slides

Access the presentation slides now!

The link can be found in the CHAT.



## Email

A follow-up email will be sent to all participants within 3 days of this webinar.



## Survey

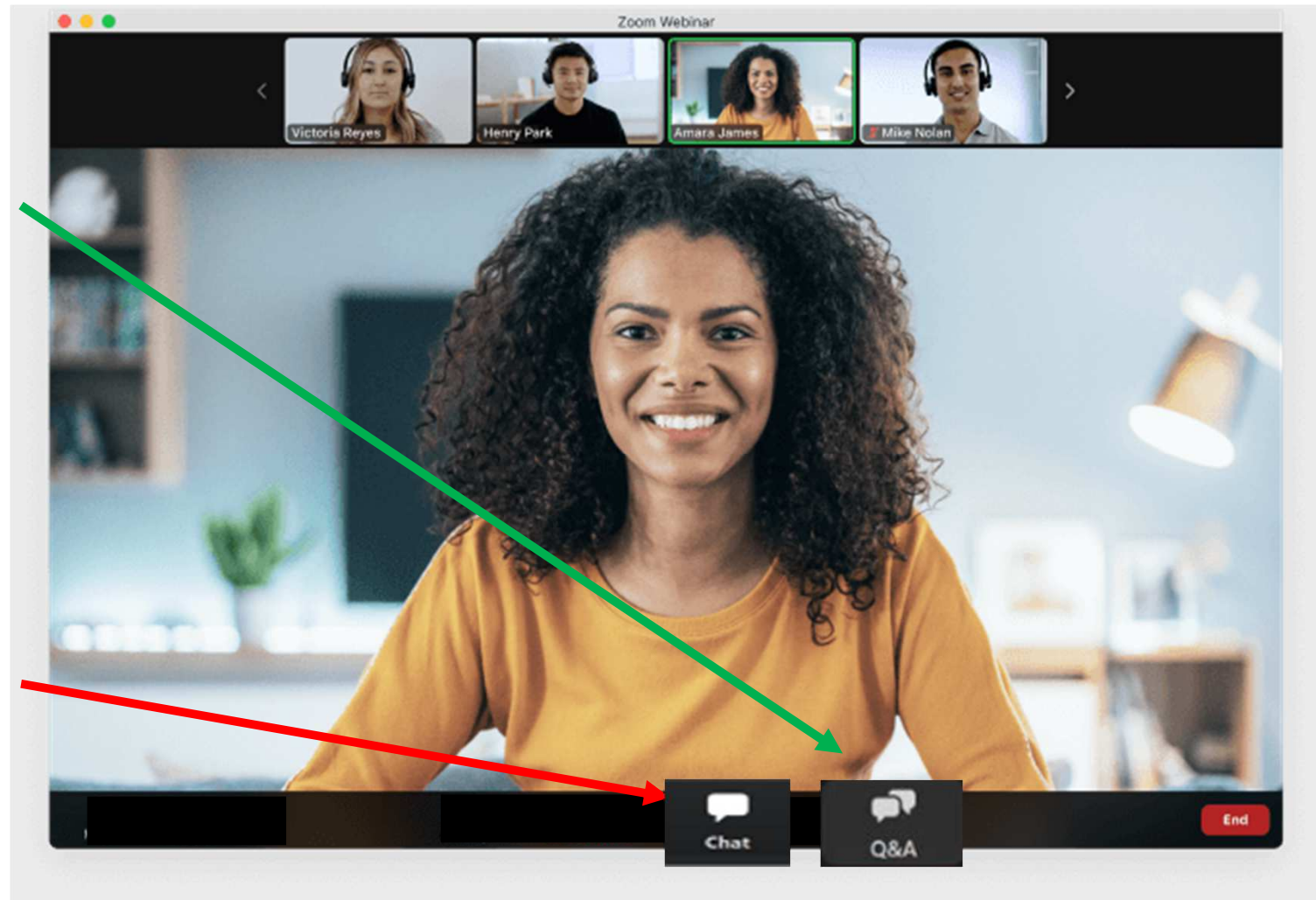
Please complete a brief survey at the end of this webinar.

## Questions for the speaker?

**Q&A** allows you to ask the speaker questions, which will be answered at a designated time.

## Need help or just want to share a thought with the crowd?

The **CHAT** box will allow you to chat with other participants and support staff.



## 3-PART CHANGE MANAGEMENT SERIES



EXPLORING A PREVENTION MINDSET  
04/19/2022



LEADING THROUGH CHANGE  
05/03/2022



CULTIVATING COMMITMENT  
05/17/2022

# ABOUT THE REIMAGINING PREVENTION WEBINAR SERIES

MOVING UPSTREAM TO SUPPORT AND  
PROMOTE CHILD AND FAMILY WELL-BEING

**CDSS** CALIFORNIA  
DEPARTMENT OF  
SOCIAL SERVICES

Safety, Prevention and Early  
Intervention Branch



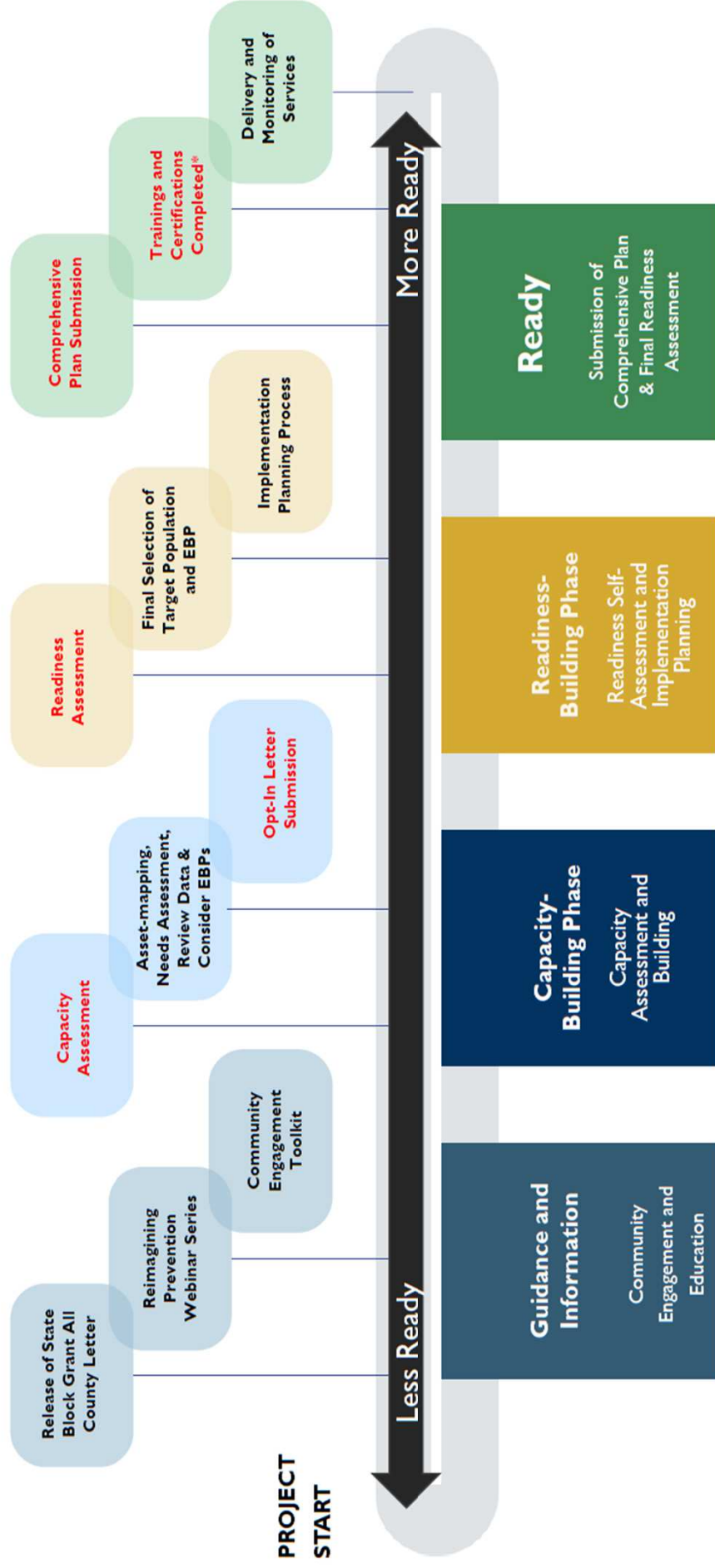
# THE GOAL OF THE REIMAGINING PREVENTION SERIES

Our goal is that prevention and family strengthening initiatives and approaches that are currently being implemented in silos will now be implemented across all disciplines and levels, from direct service caseworkers and providers to leaders.

- Share CDSS' larger vision for safety, prevention, and early intervention for California.
- Impact change by teaching common principles across diverse agencies through webinars and learning conversations.
- Lift the importance of equity and community engagement as foundational prevention principles.
- Give guidance on new initiatives that move services upstream to support and strengthen families.
- Promote a continuum of care for children, youth, mothers, fathers, and caregivers.



# ROADMAP FOR COMPREHENSIVE PLANNING & IMPLEMENTATION





# OVERVIEW OF THE REIMAGINING PREVENTION WEBINAR SERIES

The Reimagining Prevention Webinar Series is centered around:

- *Assembly Bill 153* comprehensive planning,
- moving upstream towards primary prevention,
- change management to support successful, sustained implementation, and
- community engagement that fosters innovative, collaborative prevention efforts across all systems in California.





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# The Partners



The mission of the California Department of Social Services **is to serve, aid and protect needy and vulnerable children and adults** in ways that strengthen and preserve families, encourage personal responsibility and foster independence.



The mission of the California Department of Health Care Services (DHCS) is to **provide Californians with access to affordable, integrated, high-quality health care** including medical, dental, mental health, substance use treatment services and long-term care.



Strategies TA supports county child welfare systems and Child Abuse Prevention Councils by **providing technical assistance focused on building statewide long-term solutions** that are research-driven, trauma-informed, and community-focused.



CalTrin **provides professional development and extended learning opportunities** for staff of family resource centers, child abuse prevention councils, and other child and family-serving organizations.

# CALIFORNIA

## *Regions Map*





WHAT IS YOUR ROLE?

TODAY'S WEBINAR:

# REIMAGINING PREVENTION: CULTIVATING COMMITMENT

05/03/2022

**CDSS** CALIFORNIA  
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# ALL COUNTY LETTER (ACL 22-23)

## CROSS-SECTOR COLLABORATION IN THE DEVELOPMENT OF THE COMPREHENSIVE PREVENTION PLAN

### *Cross Sector Collaboration*

In accordance with [WIC §16585\(b\)\(4\)](#) and [WIC §16587](#), counties opting into the FFPS program are required to collaborate with cross sector partners or entities to meet the needs of children, youth, parents, families, and communities. The process for cross sector collaboration in the development of the CPP, as specified in [WIC §16588](#), must be documented, as well as how such partners will be consulted for ongoing monitoring and continuous improvement of the program. Local Title IV-E agencies are encouraged to engage their [AB 2083](#) System of Care partners. Counties can also leverage existing committees provided they meet the requirements of the FFPS program. Cross sector partners may vary by community, but at a minimum, must include representation from the child welfare agency, probation department, behavioral health agency, local Office of Education, community-based service providers, family resource centers, local Child Abuse Prevention Council, and those with lived experience (parents and youth).

Additionally, counties must engage and invite Indian Tribes to participate or develop a process to engage Indian Tribes in the development of the CPP in accordance with [WIC §16587](#). Counties must also ensure that individuals and families with lived experience, particularly those disproportionately impacted by the child welfare system, are consulted in the development of the plan. Barriers to engagement with any of these required entities or individuals must be documented in detail in the plan.

As an outgrowth of this multi-agency planning, with the implementation of [AB 2083](#) and the development of Memorandum of Understandings (MOUs), local Title IV-E agencies are strongly encouraged to incorporate comprehensive prevention implementation in their [AB 2083](#) MOUs and Interagency Leadership Teams. The work to coordinate the inclusion of comprehensive prevention planning and services into the System of Care is a thoughtful and forward-thinking approach that CDSS supports. To the extent that this group already includes membership that is necessary for cross sector collaboration, few entities would need to be added to meet the requirements of the FFPS program and would more seamlessly ensure quality community planning.

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## ACTIVITY:

THINK ABOUT A TIME YOU  
WERE ON AN EFFECTIVE,  
COLLABORATIVE TEAM



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**What made your team so collaborative/effective?**

Click link in chat  
Or scan QR code





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## ACTIVITY:

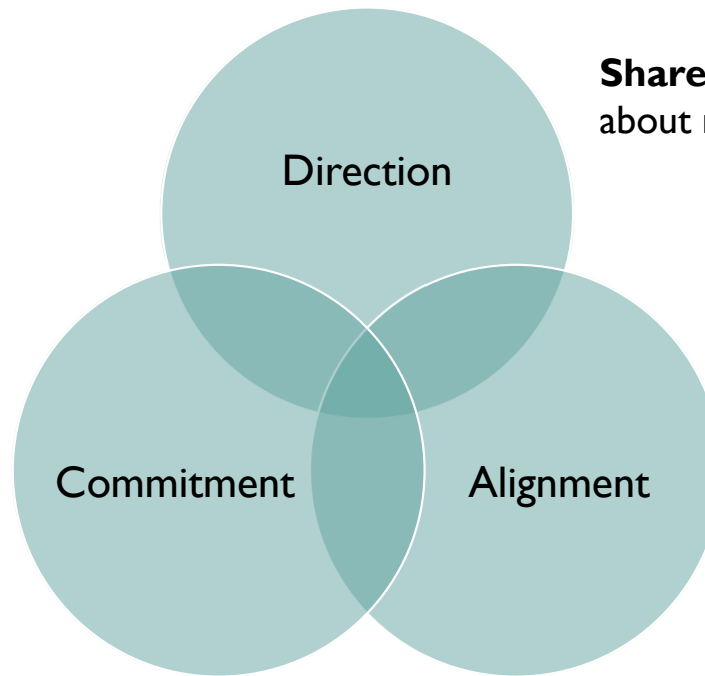
THINK ABOUT A TIME YOU  
WERE ON AN EFFECTIVE,  
COLLABORATIVE TEAM



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**Mutual Commitment:**

Individuals making the success of the collective a priority



**Shared Direction:** Level of agreement about mission/vision/goal

**Alignment:** Organization and coordination of knowledge and work

## DIRECTION, ALIGNMENT, COMMITMENT (DAC) FRAMEWORK

A woman with dark curly hair, wearing a blue blazer, stands and points at a whiteboard in a meeting room. Three people are seated at a table in the foreground, looking towards her. The room has large windows on the left. The whiteboard has handwritten notes including 'MEETING TODAY', 'SUMMER VACATION', 'WEEKLY AGENDA', and 'BONUS'.

# DIRECTION

# DIRECTION

LEVEL OF AGREEMENT  
ABOUT THE SHARED  
MISSION/VISION/GOAL

When it's happening:

- Shared outcomes for success
- Clear vision of what needs to happen
- Agreement on collective goals
- Common interest and mission

When it's **not** happening:

- Difficult to agree on next steps
- Confusion and frustration
- No sense of urgency/ delay in action



# ALIGNMENT

# ALIGNMENT

COORDINATED WORK  
THAT FITS TOGETHER

When it's happening:

- Roles and responsibilities are clear and known
- Collaboration and complimentary partnership
- Pieces are fitting together

When it's **not** happening:

- Confusion
- Duplication or gaps
- Working in silos/ competition





# COMMITMENT



# COMMITMENT

MAKING THE SUCCESS OF  
THE COLLECTIVE A  
PRIORITY

When it's happening:

- Trust and rapport is built
- Working with sense of urgency
- Willing to try new processes

When it's **not** happening:

- No follow through
- Minimal action or effort
- Attrition



WHAT'S YOUR  
AREA OF FOCUS?

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HOW DO YOU  
ASSESS WHERE  
TO BEGIN?



Center for Creative Leadership  
(CCL) DAC Assessment

Free online with 15 questions

DIRECTION	
We agree on what we should be aiming to accomplish together.	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>
We have a clear vision of what the group needs to achieve in the future.	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>
We have group goals that guide our key decisions.	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>
Our work is united by a common direction.	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>
<b>TOTAL</b>	<input type="text"/>

ALIGNMENT	
Our work is aligned across the group.	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>
Although individuals take on different tasks in the group, our combined work fits together.	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>
People who perform different roles or functions in the group coordinate their work effectively.	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>
The work of each individual is well coordinated with the work of others.	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>
<b>TOTAL</b>	<input type="text"/>

COMMITMENT	
People in the group are committed to the group.	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>
People give the effort needed for the group to succeed.	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>
People are dedicated to this group even when we face setbacks.	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>
We trust one another to accomplish the work of the group.	1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5 <input type="radio"/>
<b>TOTAL</b>	<input type="text"/>

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## What is your area of focus?

Click link in chat  
Or scan QR code



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## HOW DO YOU ASSESS WHERE TO BEGIN?



# DIRECTION STRATEGY

- Shared Vision & Goals
- Ensure all your partners are at the table
- Acknowledged benefits
  - How will this benefit families?
- Acknowledged challenges and solutions
  - What challenges might we encounter and how would we resolve?



# ALIGNMENT STRATEGY

- Role and responsibility clarity
- Clear deadlines and next steps
- Shared communication platforms
- Shared resources and knowledge
  - ACL, Roadmap to CPP + Tools

# COMMITMENT STRATEGY

- Feedback loop
- Transparent communication
- Responsibility and accountability

# NEXT STEPS – CULTIVATING COMMITMENT

DIRECTION	
We agree on what we should be aiming to accomplish together.	1 ○ 2 ○ 3 ○ 4 ○ 5 ○
We have a clear vision of what the group needs to achieve in the future.	1 ○ 2 ○ 3 ○ 4 ○ 5 ○
We have group goals that guide our key decisions.	1 ○ 2 ○ 3 ○ 4 ○ 5 ○
Our work is united by a common direction.	1 ○ 2 ○ 3 ○ 4 ○ 5 ○
<b>TOTAL</b>	<input type="text"/>

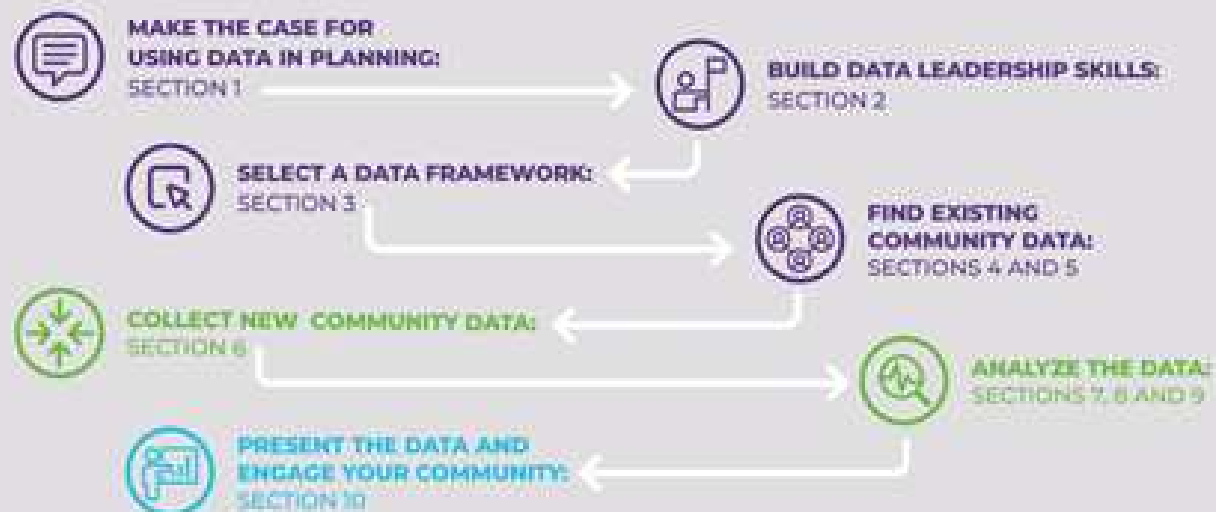
ALIGNMENT	
Our work is aligned across the group.	1 ○ 2 ○ 3 ○ 4 ○ 5 ○
Although individuals take on different tasks in the group, our combined work fits together.	1 ○ 2 ○ 3 ○ 4 ○ 5 ○
People who perform different roles or functions in the group coordinate their work effectively.	1 ○ 2 ○ 3 ○ 4 ○ 5 ○
The work of each individual is well coordinated with the work of others.	1 ○ 2 ○ 3 ○ 4 ○ 5 ○
<b>TOTAL</b>	<input type="text"/>

COMMITMENT	
People in the group are committed to the group.	1 ○ 2 ○ 3 ○ 4 ○ 5 ○
People give the effort needed for the group to succeed.	1 ○ 2 ○ 3 ○ 4 ○ 5 ○
People are dedicated to this group even when we face setbacks.	1 ○ 2 ○ 3 ○ 4 ○ 5 ○
We trust one another to accomplish the work of the group.	1 ○ 2 ○ 3 ○ 4 ○ 5 ○
<b>TOTAL</b>	<input type="text"/>

- Complete DAC Assessment with team
- Reimagining Prevention replays

## NEXT STEPS AND RESOURCES – DATA PLAYBOOK

### Your Playbook for Using Data in Prevention Action Planning



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## ATTEND THE STATE PREVENTION PLANNING CONVENING

### Objectives:

- Understanding FFPSA Part I in the context of Comprehensive Prevention Planning
- Providing support to Counties around the Capacity & Readiness Assessment for FFPS Program
- Learning from current Prevention Planning Counties & peers
- Gaining an understanding of available TA Support



## NEXT STEPS AND RESOURCES

- What do you already know about primary prevention? Where would you go to learn more?
  - CDSS, Strategies TA, CalTrin, CSSP, CTFA, CDC
- How do you move towards primary prevention mindset?
  - Assess where you are right NOW to determine where you need to go
- Comprehensive Prevention Planning Tools
  - Collective Impact Community Engagement Tool Kit
  - Capacity Building Assessment
  - Readiness Assessment (Coming Soon)
  - Data Playbook – *now available!*
- Who is your local prevention planning team and/or CAPC?
- Contact for FFPSA Prevention Services (Part I) questions: [ffpsapreventionservices@dss.ca.gov](mailto:ffpsapreventionservices@dss.ca.gov)

# What's Next

- Survey link in the chat
- Webinar materials in follow-up email in the next 3 days
- Register for the next event



OCAP website:

[www.cdss.ca.gov/inforesources/ocap](http://www.cdss.ca.gov/inforesources/ocap)

FFPSA information:

[www.cdss.ca.gov/inforesources/ffpsa](http://www.cdss.ca.gov/inforesources/ffpsa)

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[caltrin.link/Reimagining\\_Prevention](http://caltrin.link/Reimagining_Prevention)

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