

Self-Evaluation in Family to Family

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Defining Characteristics: 1992 and Now

- Measuring outcomes
 - Consistent focus, but now pursued within the context of AFCARS and CFSR

- Measuring outcomes longitudinally
 - Focus from the start, but took on added significance due to peculiar way in which the Children's Bureau chose to use AFCARS data

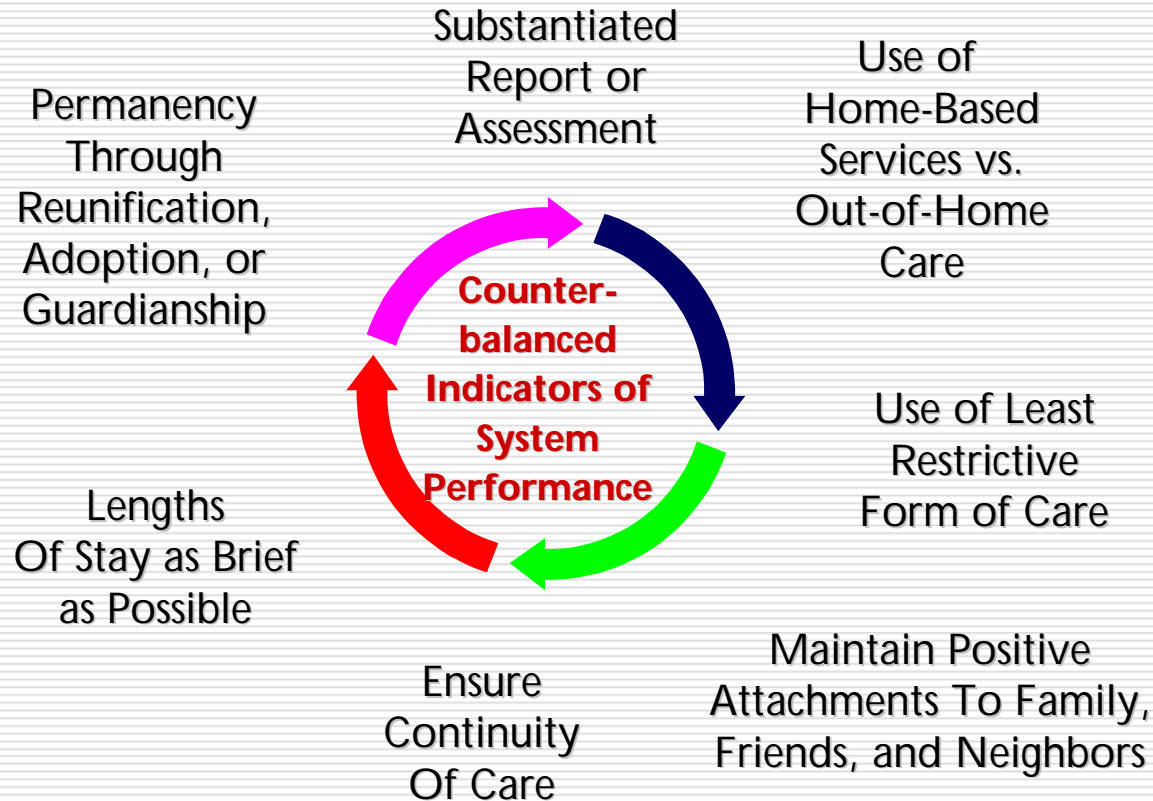


Defining characteristics (cont'd)

- Meaningful analysis requires a blend of perspectives—analysts, data managers, and frontline, reinforced by top management
 - Now occurs within the context of PIP, CQI, and other self-assessment processes pursued by state and local child welfare agencies
 - Approach grounded in values of F2F and a conceptualization of outcomes that is comprehensive and logically linked in a way that CFSR outcomes are not



The Cycle of Experiences in the Child Welfare System



Features of this perspective

- ❑ Longitudinal approach ensures that every child is tracked through a progression of experiences intended to ensure their safety and to promote permanency
- ❑ Encompasses system transformation as well as outcomes for families and children
- ❑ Changes in any single indicator of system performance cannot be viewed in isolation from changes in other indicators



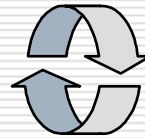
Assumptions implicit in this perspective on systems and outcomes

- Changes in any single indicator of system performance cannot be viewed in isolation from changes in other indicators
 - Changes in one part of the system, such as reducing reliance on emergency shelters, have repercussions that are reflected in changes in other indicators
 - Changes in practice, such as increased use of kinship care, have implications for children's outcomes, such as stability of care, length of stay, and permanency
- The notion of cross-site "standards" is antithetical to the approach because improvements in performance are rooted in each site's experience
 - Formal comparisons of sites (i.e., pooling of data for statistical analysis) is not pursued, but efforts are made to discern patterns of improvement or decline in outcomes as they are linked to changes across systems

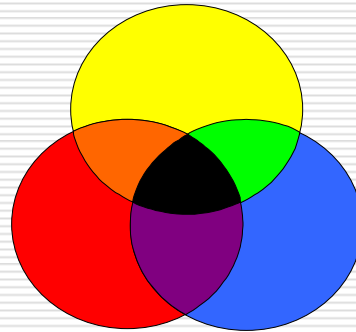


Blending Perspectives in Self-Evaluation

Agency Management



Frontline

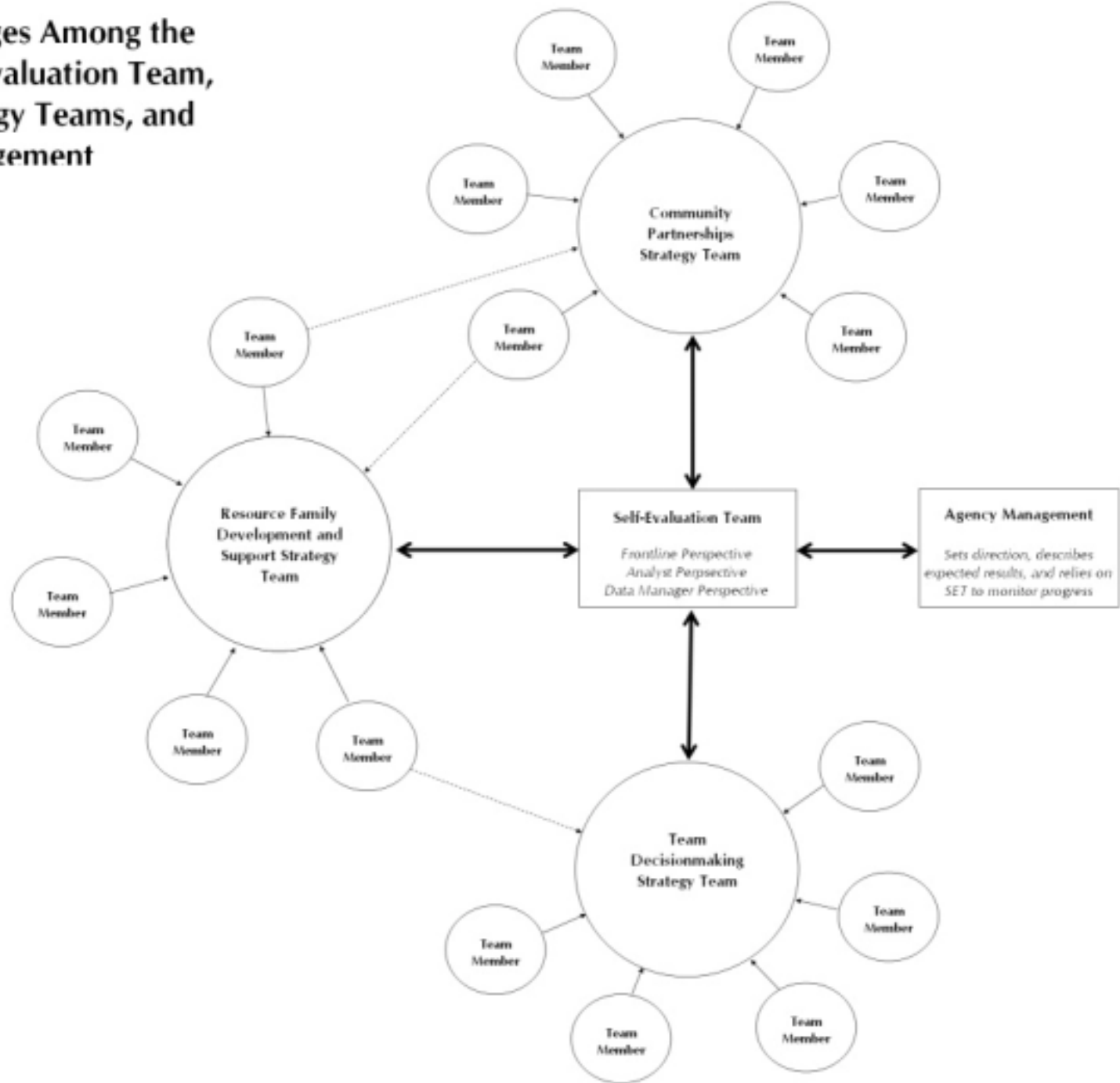


Data Manager

Analyst



Linkages Among the Self-Evaluation Team, Strategy Teams, and Management



Relationships Among the SET, Strategies Teams, and Management

- Self-evaluation is both top-down and bottom-up
 - Management sets direction and describes expected results
 - SET monitors progress toward improvements in outcomes
 - Strategy teams monitor progress in implementing and maintaining work in core strategies

- Membership is deliberately cross-cutting, always attempting to bring diverse perspectives into the process—frontline (practitioners and community), analysts, and data managers

