



**December 9, 2022 – Lunch & Learn Presentation**

# Why

## Do we need a shared practice model?

In 2020 all 85 PCSAs in Ohio voted to approve the PCSAO Strategic Modernization Plan which included the development of a shared practice model



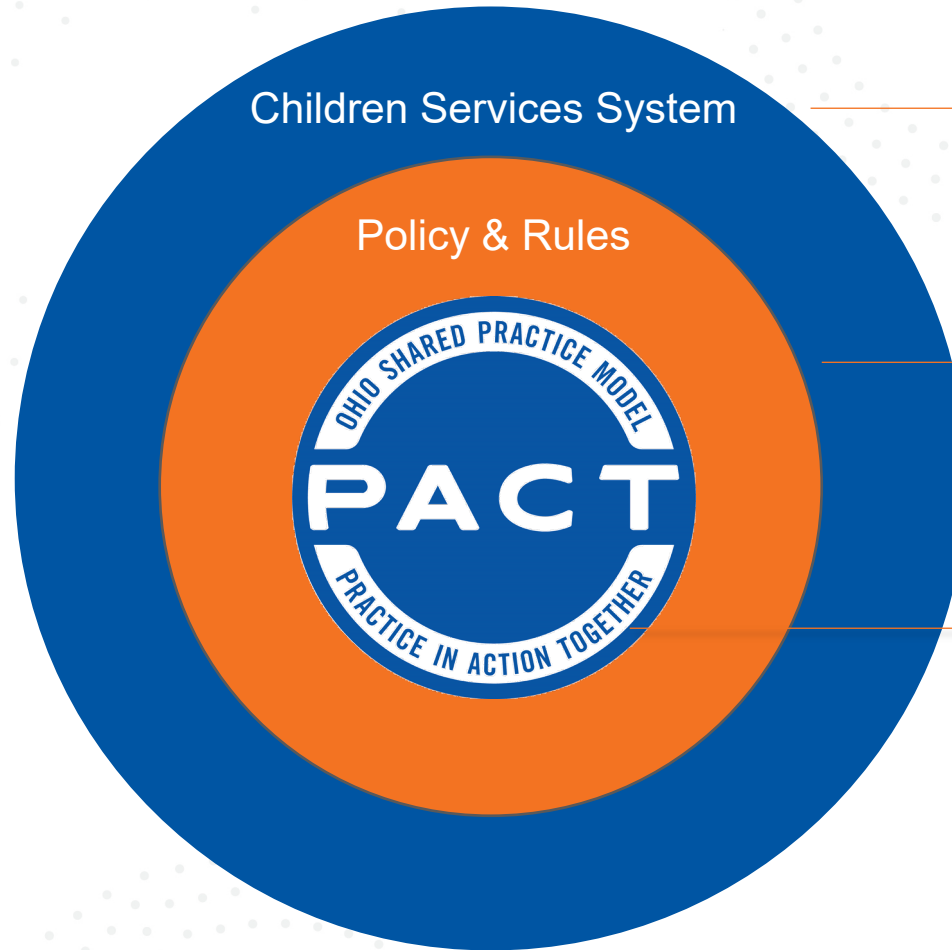
# Why

Do we need a shared practice model?

1. Our **strongest practice** is often our **most inconsistent**
2. Statewide practice change happens “**to**” **PCSAs**
3. It is our **right & obligation** to define our practice
4. A shared practice model is necessary in order to **achieve equity**

# Why

Do we need a shared practice model?



## WHY we exist

To ensure safety, permanency, and well being for children and families.

## WHAT the job requires

The function of the work and the outcomes that are measured.

## HOW we work with families

The values and behaviors that drive our decisions and actions

# Model Components

Purpose /  
Vision

Purpose of the model and vision for successful implementation

Values

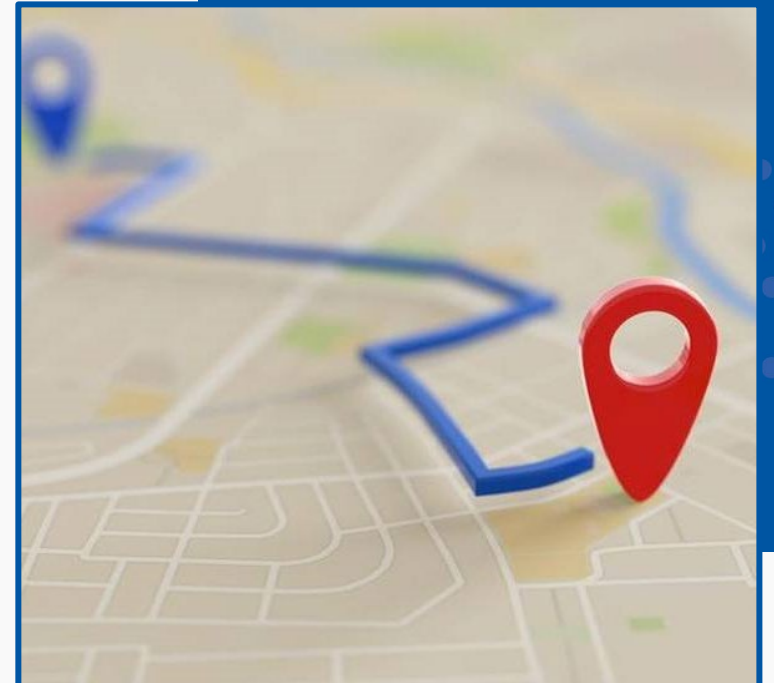
That drive our actions

Behaviors

Verbs & adjectives that can be seen, done, and taught

Outcomes

As defined by the workers and families



**Purpose:**

**Elevate healing.  
Build relationships.**

**Vision:**

**Equity.**

Ohio PACT (Practice in Action Together) is a public children services practice model that elevates healing and builds relationships through a behavior-driven approach to practice which ultimately will lead to equity for Ohio families, workers, and communities.







**WE BELIEVE**

families define “family”, and they are experts on their culture, beliefs, and experiences

**WE BELIEVE**

families have diverse needs, and by partnering with them, we can work together to address those needs

**WE BELIEVE**

families develop trust when we are honest and inclusive in the decision-making process

**WE BELIEVE**

families can recover, heal, and grow

# Values

that drive our practice

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# Behaviors

That drive our actions.

Listening  
Asking  
Being curious  
Solving problems  
Joining  
Respecting  
Valuing  
Learning  
Being open-minded  
Being self-aware  
Inquiring wholeheartedly  
Praising  
Pacing  
Trusting  
Motivating

Thinking critically  
Collaborating  
Being honest  
Reflecting  
Responding  
Adapting / Being flexible  
Searching  
Giving  
Observing  
Partnering  
Acting urgently  
Relating  
Advocating  
Being vulnerable  
Empowering



# Behaviors – example definitions

**That drive our actions.**

## Listening

Taking in information without judgement or prejudice, with a sincere desire to understand the purpose and motivation of the messages being shared.

## Asking

Believing there is always more information you can gather to help better understand the situation and using open-ended questions to clarify and explore.

## Being curious

Demonstrating an eagerness to understand or learn about the root cause or issue that may be resulting in expressions of negative/confrontational emotions or, in contrast, positive expressions of support and connection

# Family Outcomes

1. Increased trust with worker & agency
2. Improved motivation for change
3. Increased sense of power and control in decision making
4. Reduced fear and resistance
5. Increased transparency about needs, strengths, and challenges



# Worker Outcomes

1. Increased confidence in having the skills to do the work
2. Increased intention to remain in job
3. Reduced impact of job-related stress/trauma
4. Increased pride and job satisfaction
5. Increased trust in families







**Purpose:** Elevate healing. Build relationships.

**Vision:** Equity.

Ohio PACT (Practice in Action Together) is a public children services practice model that elevates healing and builds relationships through a behavior-driven approach to practice which ultimately will lead to equity for Ohio families, workers, and communities.

Values	Behaviors	Outcomes
<p><b>WE BELIEVE</b> families define “family”, and they are experts on their culture, beliefs, and experiences</p> <p><b>WE BELIEVE</b> families have diverse needs, and by partnering with them, we can work together to address those needs</p> <p><b>WE BELIEVE</b> families develop trust when we are honest and inclusive in the decision-making process</p> <p><b>WE BELIEVE</b> families can recover, heal, and grow</p>	<ol style="list-style-type: none"> <li>1. Listening</li> <li>2. Asking</li> <li>3. Being curious</li> <li>4. Solving problems</li> <li>5. Joining</li> <li>6. Respecting</li> <li>7. Valuing</li> <li>8. Learning</li> <li>9. Being open-minded</li> <li>10. Being self-aware</li> <li>11. Inquiring wholeheartedly</li> <li>12. Praising</li> <li>13. Pacing</li> <li>14. Trusting</li> <li>15. Motivating</li> <li>16. Thinking critically</li> <li>17. Collaborating</li> <li>18. Being honest</li> <li>19. Reflecting</li> <li>20. Responding</li> <li>21. Adapting / Being flexible</li> <li>22. Searching</li> <li>23. Giving</li> <li>24. Observing</li> <li>25. Partnering</li> <li>26. Acting urgently</li> <li>27. Relating</li> <li>28. Advocating</li> <li>29. Being vulnerable</li> <li>30. Empowering</li> </ol>	<p><b>Family Outcomes</b></p> <ol style="list-style-type: none"> <li>1. Increased trust with worker &amp; agency</li> <li>2. Improved motivation for change</li> <li>3. Increased sense of power and control in decision making</li> <li>4. Reduced fear and resistance</li> <li>5. Increased transparency about needs, strengths, and challenges</li> </ol> <p><b>Worker Outcomes</b></p> <ol style="list-style-type: none"> <li>1. Increased confidence in having the skills to do the work</li> <li>2. Increase in intention to remain in job</li> <li>3. Reduced impact of job-related stress/trauma</li> <li>4. Increased pride and job satisfaction</li> <li>5. Increased trust in families</li> </ol>

**In 2023 PCSAO will help to facilitate a behavioral research project and implementation planning to drive the process of rolling out Ohio's shared practice model.**

To learn more about the model and/or to get involved in the process, please contact:

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