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?

**Children Services System**

**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
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.

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| **WE BELIEVE** families can recover, heal, and grow |  |  |
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:

Mike Kenney
Director of Strategic Initiatives
mike@pcsao.org
614-224-5802