

# Investing in What Works – Strengthening our impact through the use of evidence based practice

PRESENTERS

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**OzChild is committed to ensuring vulnerable children, young people and their families are provided with the most effective interventions available for their safety, permanency and wellbeing.**

## VISION



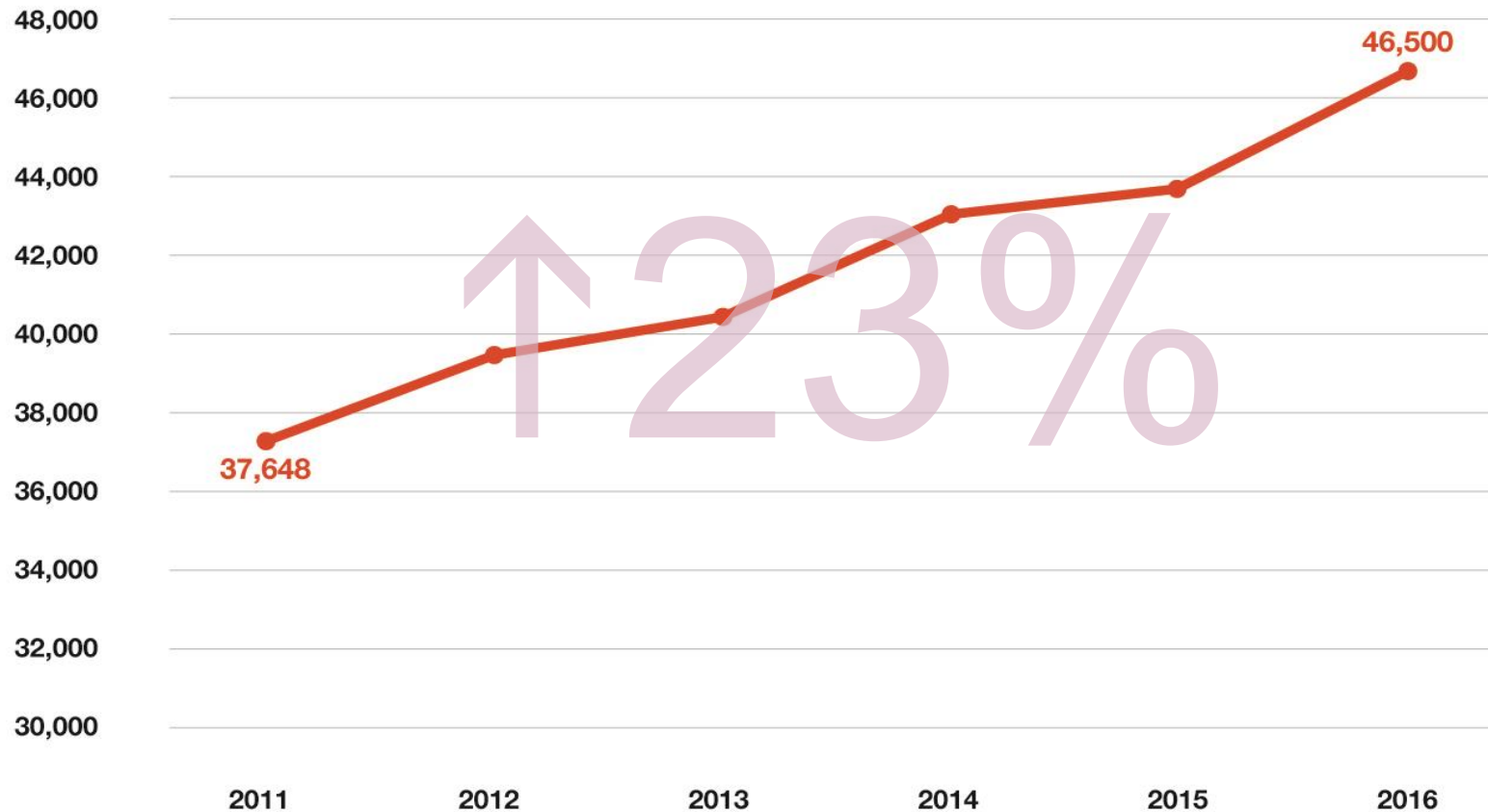
‘All children and young people are **safe, respected, nurtured** and reach their **full potential**’

## PURPOSE



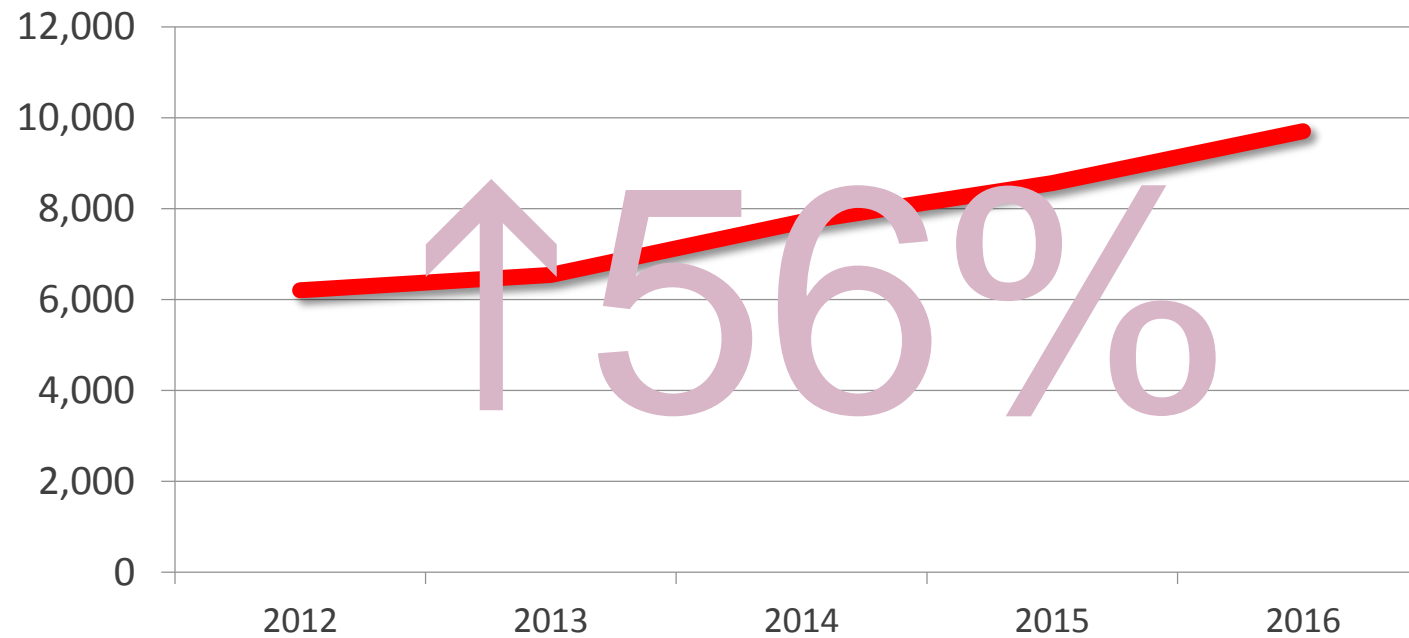
‘OzChild supports vulnerable children and young people by providing **healing, preventing** abuse and **neglect** and **strengthening families**’

# CHILDREN AGED 0-17 YRS IN OUT-OF-HOME-CARE



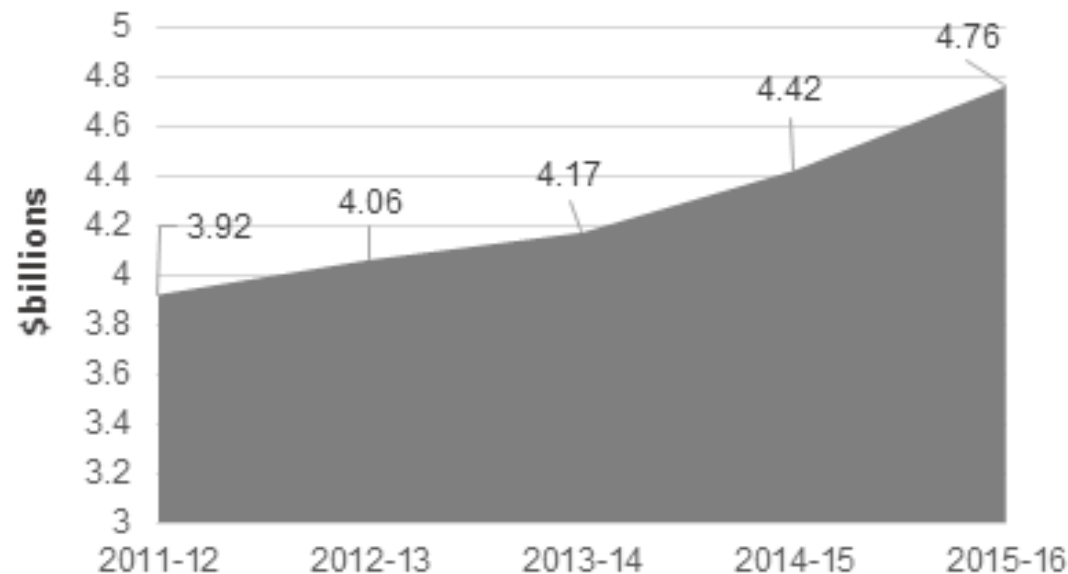
# THE NUMBERS OF CHILDREN IN OOHC

## VICTORIA



# THE NEED FOR CHANGE IN AUSTRALIA ▼

**Australia: expenditure on child protection, out-of-home care, intensive family support & family support services, 2011-12 to 2015-16 (\$billions)**



Source: Productivity Commission 2017

- A record **\$4.8 billion price tag** of not getting it right for every child
- Despite best efforts and significant investment, the problem continues to get worse
- If we keep doing what we're doing, we'll continue to get what we've got
- There is still opportunity to change that trajectory and **deliver better outcomes for families**

# EVIDENCE BASED PROGRAMS – Exploration



## 2014



Environmental scanning  
Priority on outcomes  
Exploration of EBP

## 2015



Study tour to NY  
Full strategic shift  
Investment in EBP

## OBSERVATIONS FROM NEW YORK

**More similarities** than differences between jurisdictions

**Models were delivering very promising results** – with predicted outcomes

**Target cohort virtually identical** - multiple complexities within CP cohort

**Highly motivated, skilled/trained,** flexible and enthusiastic workforce

**Clarity** around goals, services and outcomes desired

**Models are strengths based** - deliberate, intentional and considered in delivery

**Staff practiced in an accountable manner** with regular supervisory feedback

**Adherence to model fidelity** is a performance measure and critical

**Engagement of hard to reach families** via assertive engagement skills

# WHAT DO WE MEAN WHEN WE SAY A PROGRAM IS “EVIDENCE-BASED”?



Programs can be placed along a continuum of confidence based on their evidence or theory



# EVIDENCE BASED PROGRAMS - EXPLORATION



2014



Environmental scanning  
Priority on outcomes  
Exploration of EBP

2015



Study tour to NY  
Full strategic shift  
Investment in EBP's

2016



Study tour to NZ  
Commenced partnership  
with NY Foundling  
Launched EBP services.

## VIC SERVICES

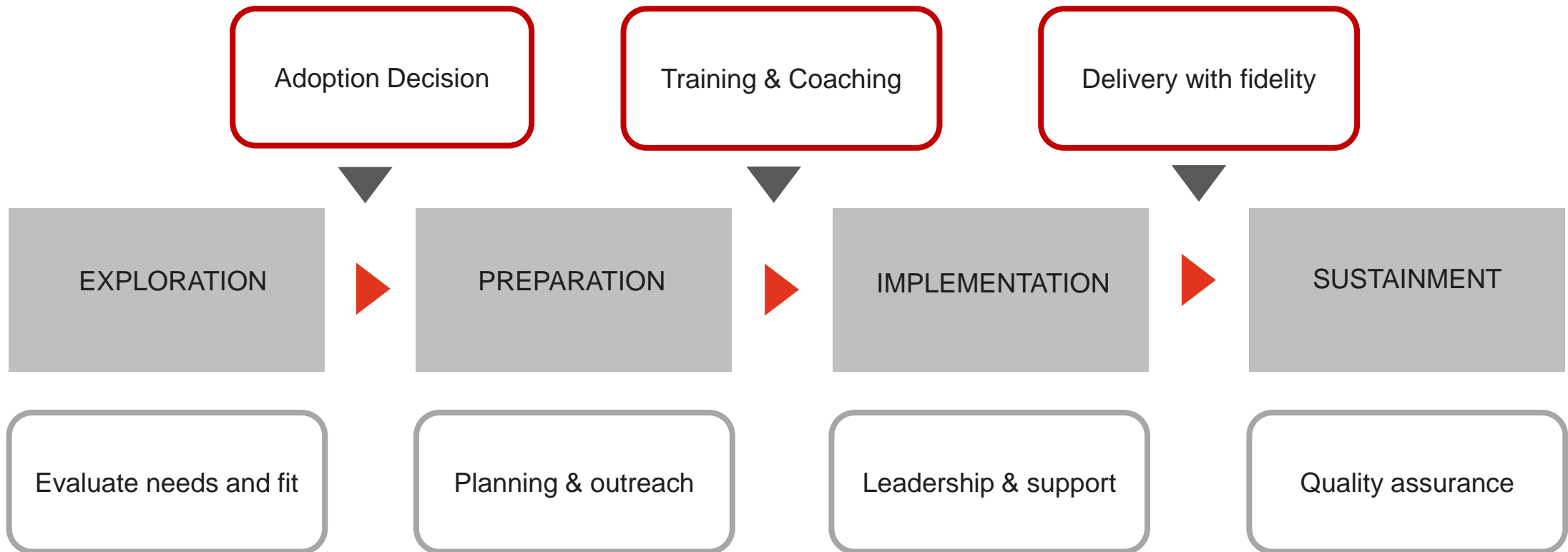
- Victoria's first SafeCare® team - Nov 2016
- Australia's first Functional Family Therapy – Child Welfare® (FFT-CW®) High Track team – Nov 2016
- Australia's first Treatment Foster Care Oregon® (TFCO® C) - April 2017

## NSW SERVICES

- Intermediary service – Feb 2017
- Functional Family Therapy – Child Welfare® (FFT-CW®) 6 High Track teams – mid 2017
- Multisystemic Therapy – Child Abuse and Neglect® (MST-CAN®) 1 team – mid 2017



# IMPLEMENTATION FRAMEWORK



# EVIDENCE BASED PROGRAMS - Exploration

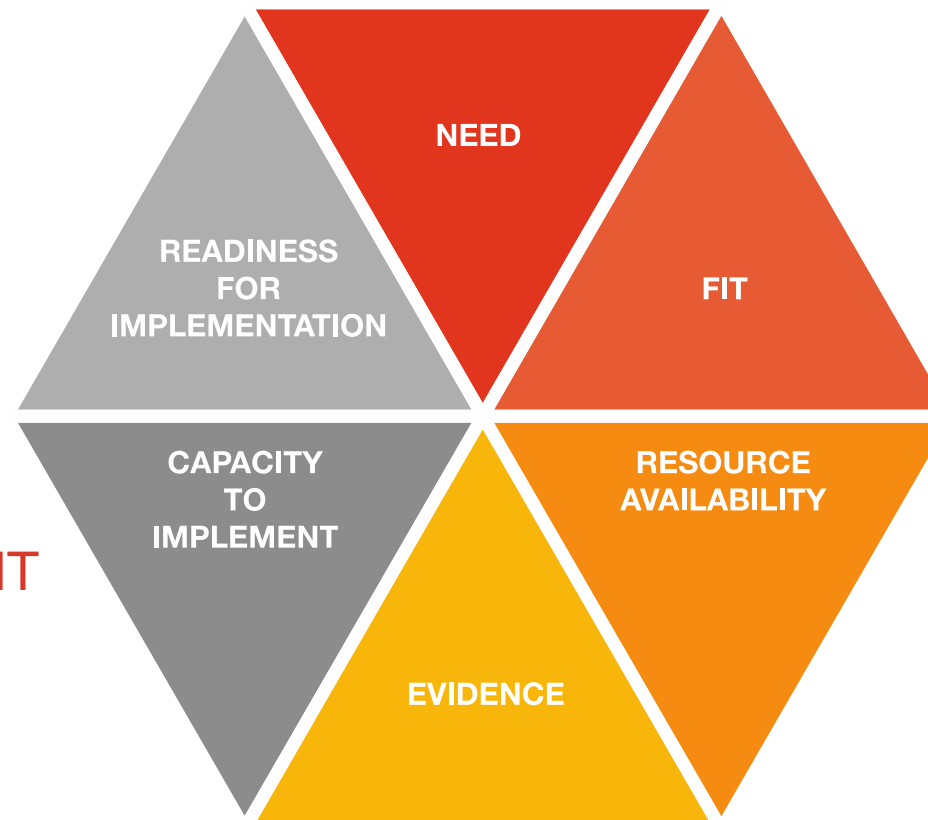


## READINESS FOR IMPLEMENTATION

- Staff competencies
- Financial capacity
- Organisational cultural fit.
- Leadership alignment
- Buy in process operationalised

## CAPACITY TO IMPLEMENT

- Organisational support
- Staff competencies
- Leadership
- Qualified purveyor
- Knowledge of implementation



## NEED

Identified gap and problem trying to be solved.

## FIT

- Organisational culture
- Context
- Community values

## RESOURCE AVAILABILITY

- Staffing
- Training
- Data systems
- Broader org wide support

## EVIDENCE

What does the research say about effectiveness of the program

The Hexagon Tool

Source: Blasé, Kiser & VanDyke (2013)

# MATCHING PROGRAMS ▼ TO NEED



## STRENGTHENING FAMILIES

PRESERVATION AND  
RESTORATION SERVICES

SAFECARE

FFT-CW

MST CAN

## OUT OF HOME CARE

KINSHIP CARE

FOSTER CARE

RESIDENTIAL  
CARE

PERMANENT  
CARE

TFCO

# EVIDENCE BASED PROGRAMS

## - Preparation



- ▼ Establish a cross functional implementation team to ensure all parts of the business are covered off and planned for.
- ▼ In collaboration with model purveyors readiness across the whole organisation was examined.
- ▼ Ensure Leadership buy in across the organisation.
- ▼ Set up evaluation and outcome measurement indicators to ensure the ability to determine success in the Victorian context.
- ▼ Stakeholder Engagement - establish implementation network with local government department creation of a strong feedback loop & referral pipeline.
- ▼ Identify possible barriers to implementation in consultation with model purveyors and design local adjustments to support models.

# EVIDENCE BASED PROGRAMS

## - Implementation



- ▼ Staff recruitment, induction and model training – families allocated immediately after training.
- ▼ Implementation of policies and procedures, development of consent forms, legal review.
- ▼ Continued with local implementation group to ensure barriers both perceived and real are addressed.
- ▼ Intermediary support on the ground for a month post launch and then moved to weekly calls with both developers and intermediary support.
- ▼ Further refinement of systems, processes, data collections to ensure continuous quality control.
- ▼ Safe Care – all educators accredited in May, Coaches in August and working towards being Trainers in November.  
FFT-CW Supervisor has undertaken externship and is progressing to accreditation.

# EVIDENCE BASED PROGRAMS

## - Sustainability



- ▼ Ensuring the program continues with fidelity is a key component to sustainability.
- ▼ Integrated into everyday business, replicable with recurrent funding.
- ▼ Refining referral process and ensuring correct cohorts of families are receiving services at the right time.
- ▼ Identifying ongoing training needs of the teams.
- ▼ Demonstrating outcomes within local context.
- ▼ Ongoing coaching and booster sessions for staff with developers annually.

# CULTURAL CONSIDERATIONS



**The model integrity is maintained with a strong focus on matching culture in all areas of the programs.**

# WHAT WE HAVE LEARNT



▼ <b>External Relationships</b>	Establishing common understanding of programs; <i>and</i> defining referral pathways (inclusion and exclusions)
▼ <b>Internal Governance</b>	Dedicated commitment to implementation planning. Understanding impact across the organisation
▼ <b>Recruitment</b>	You need the right staff with qualifications but also personal attributes and characteristics.
▼ <b>Infrastructure</b>	Anticipating a workforce that operates remotely. Data collection capability to match monitoring and evaluation.
▼ <b>Developer engagement</b>	Critical to building confidence during preparation. Time zone challenges in maximising engagement
▼ <b>Intermediary Support</b>	Benefits of an informed and experienced third party. Differentiate between real and perceived barriers



THANK YOU

