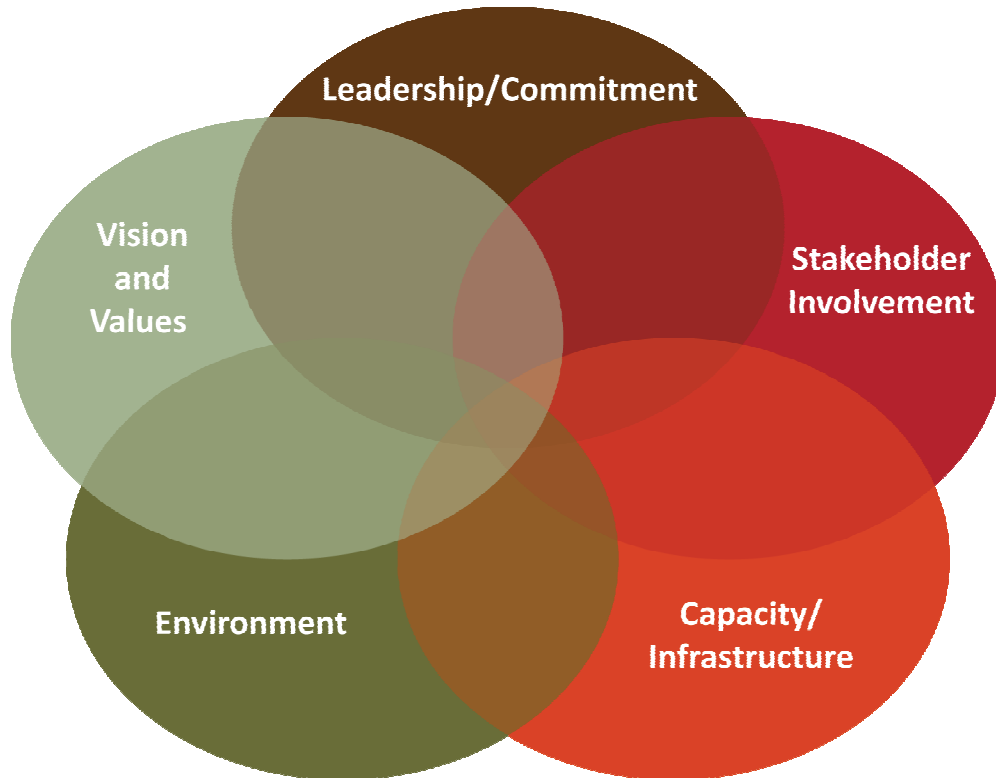


Key Elements for Implementing Sustainable Systems Change



Leadership/Commitment

- Leaders are committed to establishing a vision for change, creating a sense of urgency, and authorizing the core leadership team to carry out the vision.
- There is buy in, leadership and champions for change at all levels of the system (within the agency and among stakeholders, consumers, and the community).
- A plan for strategically aligning values, practices, policies, and resources to achieve identified outcomes is developed and continuously monitored through ongoing evaluation.
- Results and feedback on progress is communicated and there is shared accountability to outcomes.

Vision and Values

- There is consensus on the vision for change among leaders and stakeholders.
- There is a shared understanding of the values and principles that will provide a framework for the systems change.

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Environment

- There is political will and community readiness and acceptance for the identified change.
- An organizational culture is fostered that promotes open communication and creative problem solving so that the identification of barriers, resistance, and conflict can be constructively addressed.

Stakeholder Involvement

- Internal stakeholders (managers, supervisors and direct service staff) and external stakeholders (service providers, schools, courts, mental health, juvenile justice, universities, family and youth organizations) are actively involved in planning, implementation, evaluation, and decision making.
- Caregivers, families and young people are actively involved in ensuring the system change effort meets their real needs and is culturally responsive.

Capacity/Infrastructure

- Interagency agreements are in place to support collaboration and shared accountability.
- Standards for effective practice are supported by policies, procedures, contracts, technology and adequate funding.
- There is a cross functional team to manage the implementation and adequate staffing to perform functions in carrying out goals.
- There are appropriate resources allocated to support training, technical assistance and expertise needed to support implementation.
- Data is accessible and resources are available to support continuous quality improvement.