

# **Instrument 16: Spreading and Sustaining the Work**

## **A Breakthrough Series Collaborative for**

### **Engaging Fathers and Paternal Relatives in Child Welfare**

The purpose of this activity is to guide improvement team members in spreading and sustaining their improvement work related to engaging fathers and paternal relatives in child welfare.

It will provide a framework for Breakthrough Series Collaborative (BSC) participants to plan for overcoming barriers to replication, spread, and sustainability in areas such as leadership, policy, financing and team buy-in. This activity will be presented on or around Learning Session 2 and will be important for full engagement in the BSC. It will be administered twice throughout the BSC, once at a Learning Session as part of an improvement team meeting and the second with the home team during an Action Period.

The average estimated public reporting burden for this collection of information is about 1 hour per site. Providing this information is voluntary, and all responses that are collected are private to the extent permitted by law.

An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. The OMB number for this information collection is 0970-0531 and the expiration date is 07/31/2022.

# Engaging Fathers and Paternal Relatives in Child Welfare Breakthrough Series Collaborative

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## SPREADING AND SUSTAINING THE WORK

*Key Elements for Spread and Sustainability*

*What might you do in your agency to spread and sustain this work?*

<p style="text-align: center;"><b>LEADERSHIP</b></p> <p><i>Who are the leaders we need to support this work?</i></p> <p><i>What do we need them to do?</i></p> <p><i>How can we help them do it?</i></p>	
<p style="text-align: center;"><b>AGENCY FIT AND CAPACITY</b></p> <p><i>How is this work consistent with the overall direction of the agency?</i></p> <p><i>How does the agency's overall strategic plan support this work?</i></p> <p><i>What resources are needed to do this work, in terms of technology, documentation, or internal infrastructure?</i></p> <p><i>How will these resources be developed, provided, and supported?</i></p>	
<p style="text-align: center;"><b>DOCUMENTATION</b></p> <p><i>How will this work (and the associated practices) be documented to ensure it occurs consistently and with the desired intent?</i></p> <p><i>How will policies, procedures, and protocols be developed and used to support and sustain this work over time?</i></p>	
<p style="text-align: center;"><b>DATA</b></p> <p><i>What data will be collected to monitor the fidelity of this work?</i></p> <p><i>How will progress be monitored and reported?</i></p> <p><i>How will these data be used? By whom?</i></p>	
<p style="text-align: center;"><b>EXPECTATIONS</b></p> <p><i>How will new challenges or barriers be anticipated and addressed?</i></p>	

**Key Elements for Spread and Sustainability**

**What might you do in your agency to spread and sustain this work?**

<p><i>What will happen as leadership changes, staff turns over, technology changes, or fidelity begins to drift?</i></p>	
<p><b>REPLACEMENT</b></p> <p><i>How is the new work being integrated with existing agency practice to ensure it is not just 'layering' something new on top of what is already being done?</i></p> <p><i>In what way is this 'new way' of doing work better or easier than the old or usual way?</i></p> <p><i>What existing practices or processes are these practices or processes replacing?</i></p>	
<p><b>STAFFING</b></p> <p><i>What staff, including direct line, supervisors, program specialists, etc. are needed to do this work?</i></p> <p><i>What changes are being made to job descriptions to ensure staff can continue to do this work?</i></p> <p><i>How will new staff be trained and supported to do work in this way?</i></p> <p><i>How will ongoing needs for training and professional development be assessed and met?</i></p> <p><i>How will supervision and coaching be done?</i></p>	