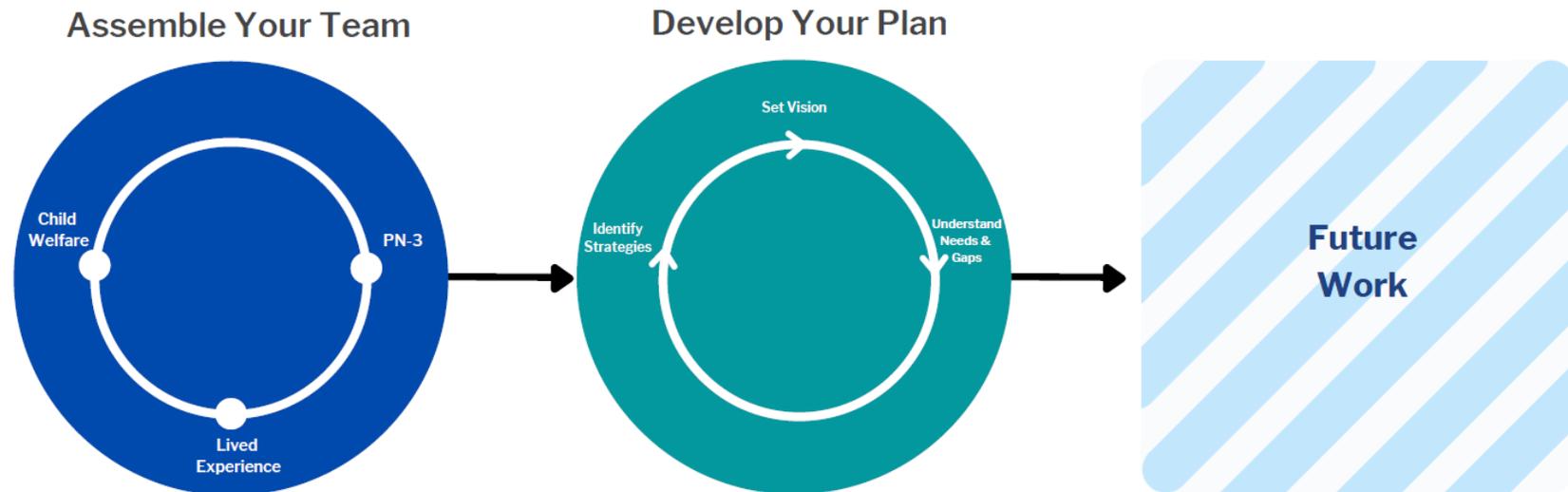


## Toolkit to Support Developing an Upstream Support and Child Welfare Prevention Plan for Young Children and their Families

This toolkit builds off of the lessons learned, principles, and strategies outlined in the report, [Supporting the First 1,000 Days of A Child's Life: An Anti-Racist Blueprint for Early Childhood Well-Being and Child Welfare Prevention](#).<sup>1</sup> It is designed to support efforts in identifying and developing specific strategies to strengthen and support infants, toddlers, and their families and prevent child welfare involvement and consists of three components:

- A series of **guiding questions** to consider throughout the planning and development your plan, to ensure that it promotes an approach that is anti-racist, advances equity, and addresses systemic barriers to equity
- A **logic model** template to consider in developing a visual representation of how your state's current strategies will contribute to your guiding vision
- A **plan template** that can be used to organize your site work, outlining the structures and activities you identify to advance positive outcomes for young children and their families



<sup>1</sup> This report is available at: <https://cssp.org/resource/supporting-first-1000-days-blueprint-early-childhood-wellbeing-child-welfare-prevention/>

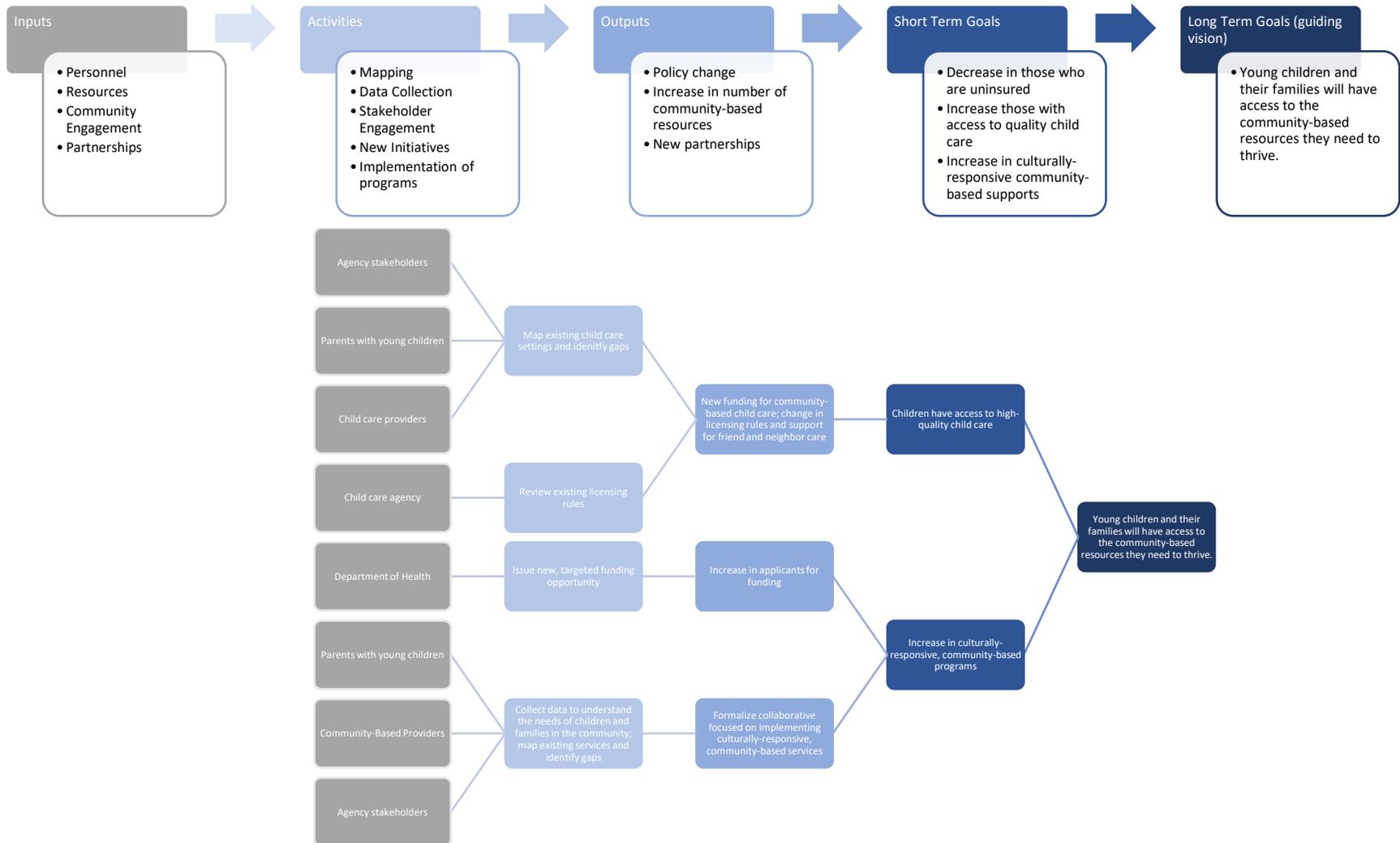
### Guiding Questions to Support an Equity Approach

The following questions can help guide the development of your plan, which should be used to articulate both ongoing work and future commitments that support infants, toddlers, and their families and prevent child welfare involvement.

<b>Assemble Your Team</b>	<ul style="list-style-type: none"> <li>• What system and community-based organizations are at the table to inform and guide decision-making? Who is missing?</li> <li>• Beyond being invited to the table, are families being engaged in a meaningful way? How are families involved in gathering information, developing solutions, and making-decisions about investments?</li> </ul>
<b>Develop Your Plan:</b> <i>Set a Shared Vision</i>	<ul style="list-style-type: none"> <li>• How does the vision advance equity?</li> <li>• Does the vision explicitly call out addressing systemic inequities?</li> <li>• Do cross-system and community-based partners have a shared understanding of the overarching goals?</li> <li>• Does the shared vision clearly articulate a commitment to anti-racism?</li> <li>• How do the identified goals support the health and well-being of Black, Latinx, Native, and immigrant young children and families? How do they prevent child welfare involvement for Black, Latinx, Native and immigrant young children and families?</li> <li>• Who is at the table to develop the shared vision? Who is missing? Are parents, families, and community leaders at the table? Are families with diverse lived experiences interacting with public systems at the table?</li> <li>• How do system-specific goals fit within and contribute to the share vision?</li> </ul>
<b>Develop Your Plan:</b> <i>Understand Community Strengths and Needs (e.g. community mapping, conducting a needs assessment)</i>	<ul style="list-style-type: none"> <li>• What data exist about the needs of Black, Latinx, Native, and immigrant young children and families?</li> <li>• What does the data say about the outcomes and experiences of Black, Latinx, Native, and immigrant young children and families?</li> <li>• What strategies can be implemented to gather additional data about the needs of Black, Latinx, Native, and immigrant young children and families?</li> <li>• How are data from child welfare used to shed light on needs and inform upstream, universal supports?</li> <li>• What needs of families are not being addressed within each area of the continuum of supports? What gaps exist?</li> </ul>
<b>Develop Your Plan:</b> <i>Identify Strategies</i>	<ul style="list-style-type: none"> <li>• What policy changes are necessary to promote universal, specific, and targeted supports for young children and families of color?</li> <li>• What strategies are effective in preventing young children and families of color from falling through gaps and deeper into system involvement?</li> <li>• How do the identified policies and investments in supports and services fit into a comprehensive continuum?</li> <li>• Are decision-makers and advocates using a race equity impact assessment tool to guide policy and practice development and implementation?</li> </ul>

### Logic Model

As you develop your plan, a logic model can help to illustrate the connections between the resources, activities, strategies, outputs, outcomes, and desired impacts of your efforts. The logic model is a visualization of intended effects of your activities and strategies, and how they support your shared vision for a plan. A logic model may take on a number of different forms to depict your theory of change, below are possible visuals.



## Plan Template

*An Upstream Support and Child Welfare Prevention Plan for Young Children and their Families* is designed to capture a jurisdiction’s strategies and activities to support young children and their families in the community, building their protective and promotive factors and preventing child welfare involvement. Some jurisdictions may have existing plans that are more expansive and include strategies to support all children and families. This template is designed to be used to capture specific, relevant strategies across agencies, entities, or taskforces engaged in this work for young children and their families.

To have a significant impact, the strategies should:

- support **systems integration** that results in the reduction of silos across systems serving young children and families, including early childhood, health, child welfare, early care and education, and community-based organizations;
- identify opportunities to **blend and braid financing**;
- **utilize whole-family and whole-child approaches**;
- be informed by **qualitative and quantitative data** whenever possible and include strategies for continuous quality improvement; and
- be informed by **voices of those families with young children who have experienced system involvement**.

The template below includes space for sites to share their guiding vision, identify key data metrics/key performance indicators that will help the team know whether the strategies are having their intended impact, overarching strategies, and specific activities. The template should be modified to meet each jurisdiction context and specific needs. Below is an example template.

<b><i>An Upstream Support and Child Welfare Prevention Plan for Young Children and their Families Plan Template</i></b>			
<b>Guiding Vision for Young Children and their Families:</b>	<i>Young children and their families have access to community-based services that are culturally responsive.</i>		
<b>Key Data Metrics/ Key Performance Indicators:</b>	<ul style="list-style-type: none"> <li>• <i>Decrease in young children referred to child welfare</i></li> <li>• <i>Increase in children and families receiving home visiting services</i></li> </ul>		
<b>Strategy #1:</b> <i>Develop universal home visiting strategy that is responsive to diverse community needs and is culturally responsive</i>			
<b>Activity</b>	Lead	Timeline	Notes
<b>Strategy #2:</b> <i>Engage early childhood providers to develop community-based responses to meet identified needs.</i>			
<b>Activity</b>	Lead	Timeline	Notes