



Meaningful Measurement: How Does the Magic of Signs of Safety Work?

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An little after lunch creative exercise

When you think about the profession of social work in children's services, the work of children services, what metaphor would you use to describe how 'social work' works?

For example, being a social worker is like a duck swimming in a big lake. The duck looks calm but is feverishly swimming with their feet to make small amounts of progress.

Or

Being a social worker is like

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How does the magic happen?



By Roseanne Paine

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SIGNS OF SAFETY® SAFETY PLANNING ROADMAP		
WHAT	HOW (STEPS)	TOOLS (METHODS)
<p>DANGER STATEMENTS What Children's Services is worried will happen to the child if nothing changes (the problem that has to be solved)</p> <p>Safety planning always involves engaging the family and their support network in a focused action learning process enabling them to decide on, practice and refine the actions that will create lasting safety.</p> <p>This is the how of safety planning; the trajectory that creates the final safety plan.</p> <p>SAFETY GOALS What Children's Services needs to see to know the child is safe and they can close the case (not services)</p>	<ol style="list-style-type: none"> 1. Preparations with professionals 2. Develop paired Danger Statements and Safety Goals with matched Safety Scales 3. Identify everything that's working well <small>Continually identify everything that's going well in and around the family that contributes to the wellbeing and safety of the child.</small> 4. Develop professional bottom-line requirements 5. Develop professional trajectory including timeline 6. Build vision of process for family 7. Build informed network with family 8. Create explanation for children (and everyone else) 9. Build Safety Plan with parents and network <small>Step-by-step process where the professionals lead the family and network in developing and then demonstrating the plans they will use to ensure the children are safe. Safety planning always involves regular meetings, honouring success, utilising struggles and successively building the plan. Need to dig into critical issues — dynamics, triggers and stressful times that make abuse/neglect more likely. The family must either come up with or fully own all rules. 'Denial' issues must be dealt with throughout.</small> 10. Involve child throughout 11. Monitoring that builds success and responsibility 12. Create final child-centred Safety Plan 	<p>Ongoing Processes</p> <p>Authority, Honouring, Vision, Questioning, Compassion</p> <p>Harm Matrix Signs of Safety Mapping My Three Houses or equivalent</p> <p>Signs of Safety Trajectory & Timeline</p> <p>Family Safety Circles, Network-finding Matrix Words and Pictures explanation</p> <p>Regular Review Meetings <small>Family and network are given the opportunity to fail so they can demonstrate success. Professionals talk openly about the risks they see and manage this together with the family.</small></p> <p>Safety Journal, Safety Object <small>Practice Rehearsals of Rules</small></p> <p>Child-focused Safety Plan</p>

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‘Doing Signs of Safety’

Breadth – how often we do something

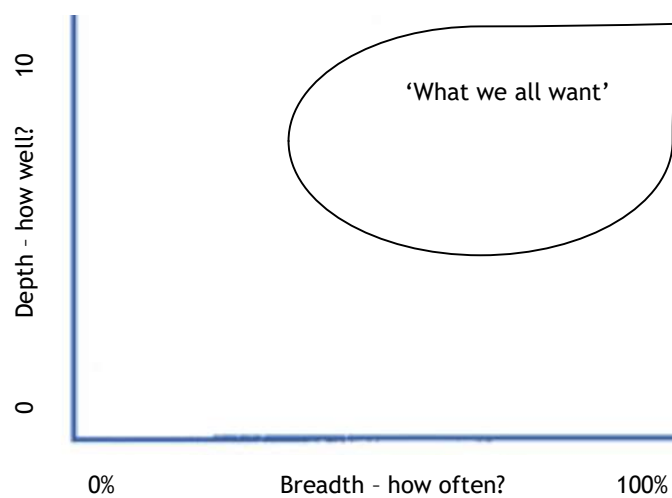
Depth – how well we do something

Impact – the difference our work makes in the lives of children and families

=the MM framework at its simplest.

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How does the magic happen?



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How could you QA SofS practice?

BREADTH
-practice dashboard

DEPTH
-professional perspective (CCR)
-parent/family/child perspective

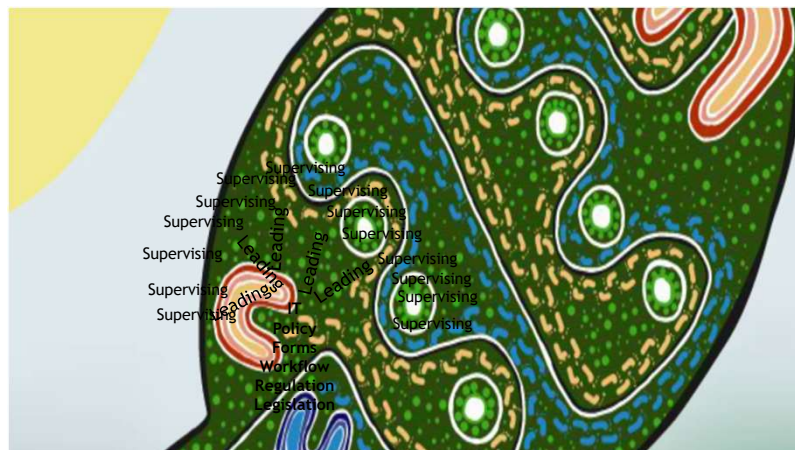
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
My social worker listens to me in a way that shows they want to really understand my family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My social worker does what they say they will do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My social worker notices what's working well in my family regarding the care, safety and wellbeing of my children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My social worker has been clear with me about how they see the concerns about my family situation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My social worker and I agree on what we are concerned about.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have felt involved in making plans about what to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My social worker has spent time with my children and has listened to what they say about the problems and what should happen.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My social worker has made sure my children fully understood what's being done to help them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My social worker cares that we solve our problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. If you could change one thing about how your worker is working with you, what would it be?

3. Finally, is there anything else you'd like to tell us about how your worker worked with your family?

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How does the magic happen?



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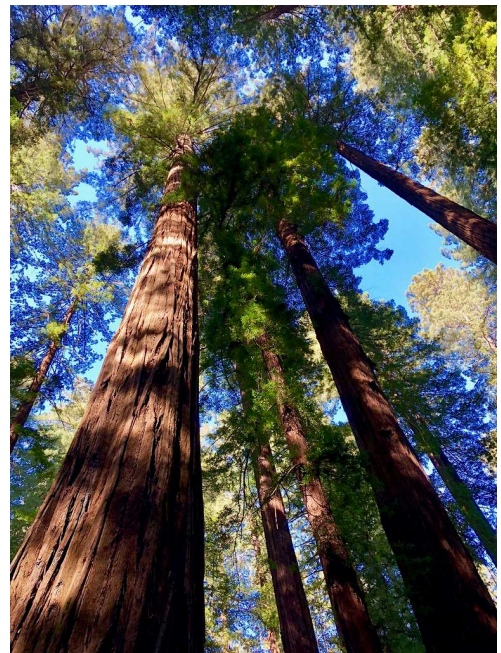
Organisational Alignment



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Organisational Alignment

What we want it to look like!



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Organisational Alignment

What we got!



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Organisational Alignment

In contrast to the Canadian redwood, here's a gnarled English tree. Not so pleasing to the eye but possibly closer to the messy nature of our child protection agencies.

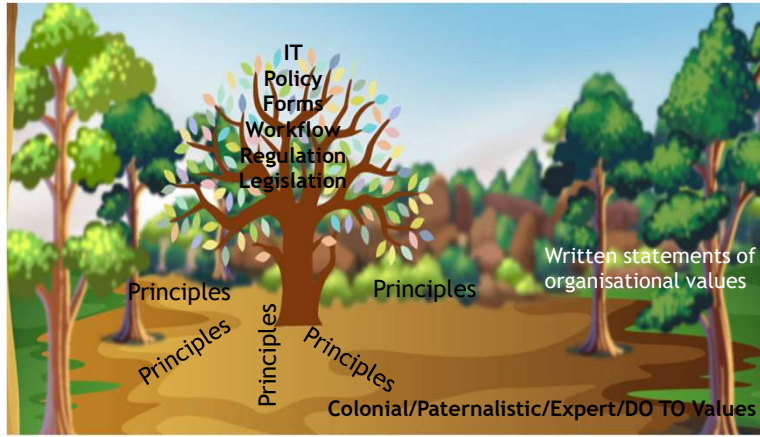
It has become gnarled and twisted as it responds to the challenges of survival in its environment but it DOES survive.

Dr. Eileen Munro



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How does the magic happen?



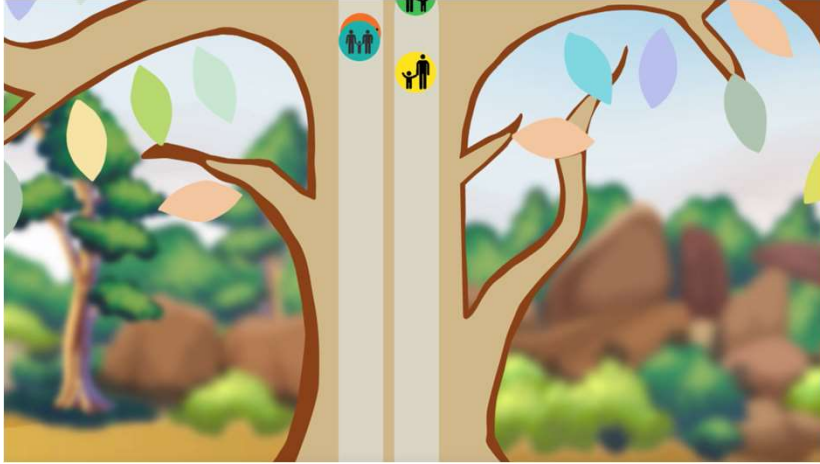
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How does the magic happen?



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How does the magic happen?



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How does the magic happen?

As much as 70% of the variation in youth outcomes across Child Welfare organisations can be explained by the organisation's culture and climate as assessed by their front-line practitioners.

Williams & Glisson (2014)

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How does the magic happen?

‘Child welfare systems need to move away from fear, blame and cover your ass and toward reflection, appreciation and shared learning.’

Dr Bill Madsen

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How does the magic happen?



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How does the magic happen?



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How does the magic happen?



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How Does the Magic of Signs of Safety Work?

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How well is your tree doing?

Feedback loops for assessing:

- breadth of practice (following the roadmap when working with families)
- depth of practice (from professional and parent perspective)
- breadth of supervision (leading group supervision, CCAs, AIs,.....)
- depth of supervision (from team perspective)
- breadth of leadership (leading with curious questions and AS,.....)
- depth of leadership (self assessment)
- organisational culture (from frontline staff perspective)
- impacts (child safety, family preservation /connection)

The tree diagram illustrates the components of a feedback loop for assessing performance. The trunk represents the core operational elements: IT, Policy, Forms, Workflow, Regulation, and Legislation. The branches represent the functional areas of Supervising and Leading. The roots represent the foundational Principles. The leaves are colorful and represent the various feedback loops listed on the left.

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Impact measures:

Core Impact measures tend to vary somewhat between organisations, but according to Dr Louise Caffrey (2020) should fundamentally focus on:

-child safety (low recurrence of maltreatment, low re-referral rates with a CP concern, high levels of perceived safety of the child by child/parent/family/worker, etc)

-family preservation and connection (low rates of children in care, high placement rates with kin, shorter times in care, child has more and stronger connections with kin and naturally connected adults, etc)

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How well is your tree doing?

Meaningful Measures are needed to assess:

- breadth of practice (following the roadmap when working with families)
- depth of practice (from professional and parent perspective)
- breadth of supervision (leading group supervision, CCAs, AIs,.....)
- depth of supervision (from team perspective)
- breadth of leadership (leading with curious questions and AS,.....)
- depth of leadership (self assessment)
- organisational culture (from frontline staff perspective)
- impacts (child safety, family preservation /connection)

Together we believe these are the 'meaningful measures' that will guide your organisation towards making the biggest possible difference for children and families as possible.

Elia has developed and tested measurement methods for each.

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More information about meaningful measures is available at:

<https://knowledgebank.signsofsafety.net/resources/implementation/meaningful-measures-and-quality-assurance/an-initial-vision-for-aligned-quality-assurance-using-meaningful-measures>

Or searching

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Reflections

What did you find most helpful from this Meaningful Measures presentation?

What are your ideas about how you could apply the most helpful parts of this presentation into your work?

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