

Initial implementation of Evidence Based Practice in a child welfare service

One of the largest providers of child and family services in New South Wales, UnitingCare Burnside has been working with the Parenting Research Centre to develop and implement an evidence informed practice framework. The practice framework guides child welfare staff in how to respond to families where there is domestic violence. The practice framework is innovative in that it explicitly directs staff to use a harm reduction approach when working with these families. We have been applying a phased approach to implementation and are completing the installation/early implementation phase in our initial site. We are now moving into the second site.

Although all aspects of the NIRN triangle are important we have found that the competency drivers; particularly training coaching and supervision receive most attention during the installation phase. In this implementation a combination of pre-innovation training, training, field observation, field coaching, group supervision, booster training and supervisors meetings have been employed by the project team to address the competency drivers.

This presentation will use our experience of implementing a new practice framework for families experiencing DV to examine whether competency drivers particularly important when introducing highly innovative or challenging practices in the human services field.