

Project Overview

Who is Spaulding for Children

Spaulding for Children is a private, non-profit child welfare agency, established in 1968; one of the first agencies in the country that specialized in finding and training adoptive families for the placement of children with disabilities and other challenges.

Spaulding's Mission

In partnership with families, communities, organizations, states and the nation, Spaulding for Children's mission is to assure that all children grow up in safe, permanent families and have the help they need to be successful in life.

Background

Funded by the Department of Health and Human Services, Administration for Children & Families, Children's Bureau beginning in October 2021 The **Quality Improvement Center on Engaging Youth in Finding Permanency** (QIC-EY) is charged with advancing child welfare programs and practice to ensure that they are authentically engaging and empowering children and youth in foster care throughout the U.S., especially in relation to permanency decisions. It is expected that the work of the QIC-EY will bring about systemic changes in how children and youth are authentically engaged as reflected in intentional policy, practice, and culture shifts in the pilot sites. We believe ensuring that children and youth in care are authentically engaged, particularly as it relates to permanency, requires a paradigm shift in how the child welfare system understands and views their involvement in decision-making. Children and youth need to be seen as competent, knowledgeable parties who are partners in decisions about their lives, especially related to permanency—legal, cultural and relational.

The QIC-EY will partner with 6 to 8 state, tribes, or territories on this exciting initiative to transform how child welfare agencies involve children and youth in all levels of their work. The QIC-EY will address system and worker-level changes necessary to support a vital shift in philosophy and practice nationwide. This shift in philosophy aligns with the Children's Bureau priority goals. One of the four goals is to ensure youth leave care with strengthened relationships, holistic support and opportunities. The QIC-EY will help sites to assess their systems related to youth engagement and then work with them to make systemic changes that will ensure children and youth are listened to, have a say in the development of their own circles of support and are engaged in making decisions about their life. The QIC-EY also aligns with the Children's Bureau goal to invest in the child welfare workforce. This initiative provides training and coaching to workers and supervisors and ensure that staff have the knowledge, skills and support to effectively partner with children and youth.

The QIC-EY is led by Spaulding for Children in partnership with the North American Council on Adoptable Children (NACAC), the New England Association of Child Welfare Commissioners and Directors (NEACWCD), the University of Nebraska at Lincoln (UNL), and the University of Washington (UW).

Current Need

Spaulding for Children is seeking one or two professionals to serve as a site consultant for the QIC-EY. The professional must have an expertise in program implementation and a clear understanding of the child welfare system. In addition, the professional must have the following:

- ❖ A degree in Social Work or in a related field
- ❖ A minimum of 5 years of experience in child welfare that includes working in a public or private child welfare system
- ❖ Experience leading a project
- ❖ Ability to manage multifaceted program components
- ❖ Excellent verbal and written communication skills
- ❖ Experience implementing and managing change
- ❖ Ability to work closely with colleagues as well as work independently when necessary
- ❖ Ability to manage a project from start to finish; act as a liaison across operational teams
- ❖ Knowledge of principles and practices related to implementation theory/science
- ❖ Work experience and/or familiarity with engagement of children/youth is a plus.

The professional must have the skills and knowledge to complete the scope of work listed below.

Scope of Work:

- A. Familiarize self with the goals, guiding principles, organizational structure, and the components of the QIC-EY.
- B. Partner with sites to make systemic changes -intentional policy, practice and culture shifts- that support the authentic engagement of children and youth.
- C. Assist with aspects of the implementation of the QIC-EY training and coaching model with two sites as assigned by the QIC-EY partners. This includes implementation planning and installation of the training and coaching model. In partnership with the QIC-EY team and the sites, the consultant will develop the infusion plan; and ensure the plan is developed to ensure fidelity and compliance with the evaluation plans.
- D. Serve as liaison between the QIC-EY partners and the Site communicating all necessary information to support the work of the QIC-EY.
- E. Support all of the work of the Site Implementation Manager to ensure that all aspects of the implementation are being completed on time and as intended.
- F. Work with the site to develop a teaming structure and ensure that the structure is active and engaged throughout the project.

- G. Work in collaboration with assigned QIC-EY Team members to ensure that all aspects of implementation and infusion planning support the evaluation plans for process, cost, and outcomes.
- H. Meet regularly with assigned sites, including weekly phone calls with the Site Implementation Manager and quarterly on-site visits. Participate in any all-sites meetings and conference calls as scheduled.
- I. Meet weekly with the QIC-EY partners for a status report on site progress and QIC-EY practices.
- J. Complete the Site Quarterly Reporting Forms and other reports as assigned.

Project Budget

The consultant position will be paid on an hourly basis @ \$80 per hour. Consultants are anticipated to work approximately 20 hours per week for the months of July- September 2022. The total for this time period will not exceed \$30,000.

Project Timeline

The consultant will be assigned sites with which they will work in July. The work for this contract will go through September when the first Fiscal Year of the project concludes. It is anticipated that consultants will be contracted with again starting in October. The project runs until September 2025.

Submission Requirements

Submissions for this opportunity are due by July 1, 2022

Submissions must include:

- Resume
- Description of how applicants’ skills and characteristics will support completion of the scope of work

Submissions should be sent to: Melinda Lis at mlis@spaulding.org