

ABSTRACT SUBMISSION AIC 2016: #51

1. Title:

Improving outcomes for vulnerable families: the implementation of Wanslea's Practice Framework

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3. Key Words: Organisational change, evidence informed practice,

4. Abstract text:

a. Background and aims

Wanslea provides services to families in Western Australia, many of whom are known to the child protection system. Wanslea has been working since 2009 with an intermediary organisation the Parenting Research Centre to produce and implement an evidence informed Practice Framework to improve the outcomes for vulnerable families. This paper outlines how the implementation drivers of facilitative administration and systems intervention have informed the review and development of a policy and structural framework to support implementation.

b. Methods

This paper will describe the organisational processes, including policy development, utilised to maximise the impact of implementation drivers in the development and adoption of an evidence-based Practice Framework. Existing policies and procedures were overhauled and new ones developed in order to take into account the requirements of implementation, the organisation and its mission, funding requirements and appropriate staff consultation. Policies and procedures articulate roles and responsibilities that support practitioners in their work and enable a hospitable organisational climate, including imbedding a new role of coaching to achieve fidelity in practice. Guided by an implementation team processes such as induction and supervision have been reviewed and systematically changed. The role of data has been increasing at the organisational and practice level.

c. Conclusion

The policy process supports the imbedding of evidence informed practice by creating and reinforcing a hospitable organisational climate.