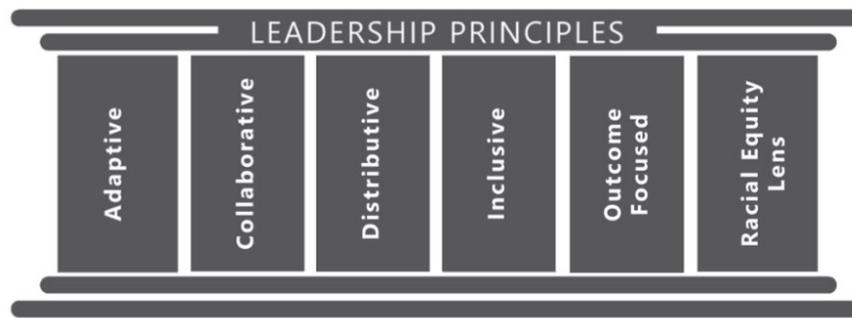




Leadership Model Foundation

The foundation of the model includes values and principles that reveal desired qualities of effective leadership in child welfare.

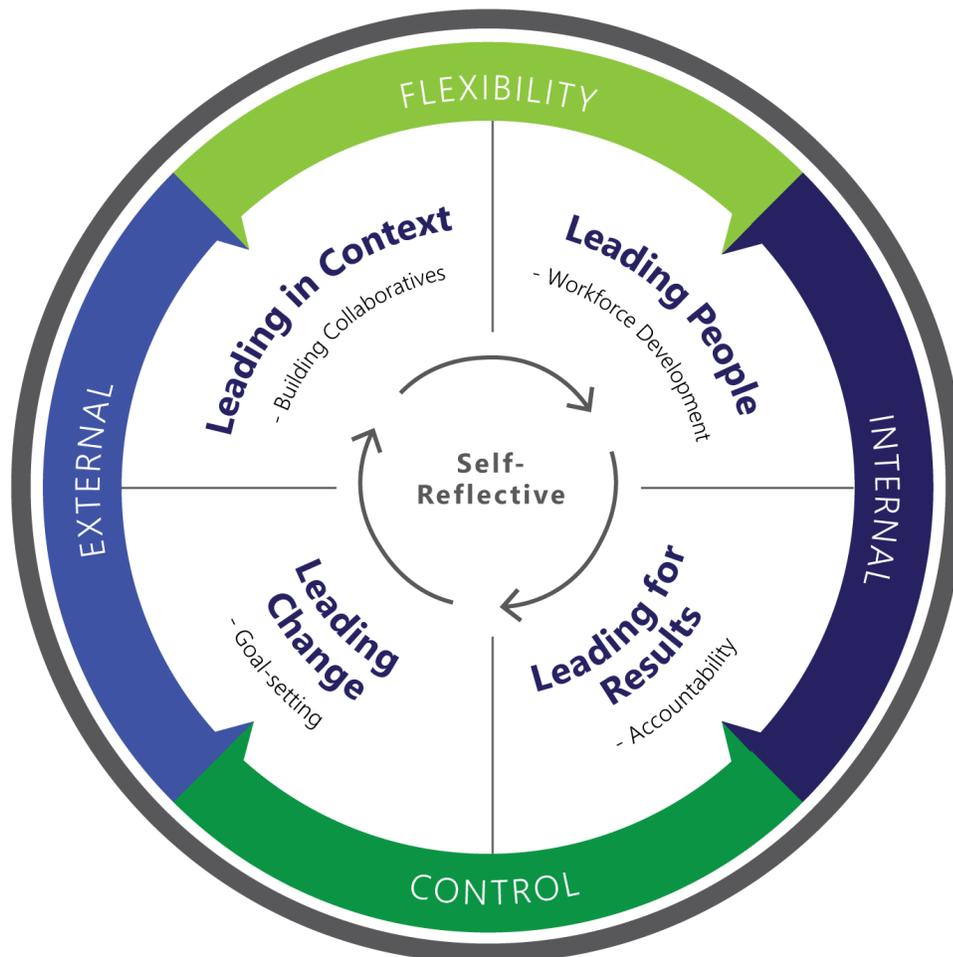


NCWWI's leadership principles include:

- **Adaptive:** The capacity to deal with the constantly changing world of child welfare through a leader's resiliency and ability to learn new ways for dealing with challenges.
- **Inclusive:** Effective leaders welcome numerous perspectives leading to better decisions and outcomes.
- **Distributive:** Certain titles or positions on the organizational chart do not have a monopoly on leadership; instead, staff at all levels of the organization must demonstrate leadership.
- **Collaborative:** Through internal and external engagement leaders focus on a common purpose by creating partnerships with families and the community.
- **Outcome focused:** Leaders use data to inform decisions, and attain results that benefit children, youth, and families and the workforce that serves them.
- **Racial Equity Lens:** Racial equity is achieved when race no longer determines outcomes in policies, practices, programs, and organizational culture.



Leadership Model Quadrants



NCWWI's leadership model quadrants:

- **Leading in Context:** We need leadership at all levels of the child welfare system to reach out to the community and families, to engage the external environment proactively and effectively. Leaders need to build collaboratives internally and with external agencies, state and local governments, tribal, nonprofit and private sector organizations, judicial and educational systems, and community members to achieve common goals.



National Child Welfare Workforce Institute

LEARNING, LEADING, CHANGING

- **Leading People:** Critical workforce issues confront child welfare agencies. To address workforce challenges, leaders at all levels need to prepare and retain a diverse, skilled, committed and healthy workforce. Leaders who value their staff and provide a supportive organizational climate achieve outcomes that are more positive for children, youth and families.
- **Leading Change:** The leader's role sets high standards for organizational performance. This quadrant emphasizes an action mindset, the ability to plan strategically, and the capacity to envision new responses to organizational, political, and social challenges. We need leaders with the ability to establish a shared organizational vision and to implement it in a continuously changing environment.
- **Leading for Results:** Increasingly, organizations demand accountability. Leaders must make sure organizations have effective internal management systems and that the culture values data analysis to help make decisions and demonstrate the achievement of outcomes. Leaders must have the ability to meet organizational goals and service expectations. This includes the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.

Source adapted from:

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