



## **#93 - Innovation, collaboration, and the use of evidence in implementing an Overarching Practice Framework**

### **Presenting Author(s)\***

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### **Objectives/aims**

An Overarching Practice Framework is an emerging innovation that supports the flexible application of an evidence-informed 'shared mindset' and approach across an organisation - from practitioners, leadership, and operations to the executive and the board.

In 2021, OzChild partnered with the Parenting Research Centre to develop and implement an Overarching National Practice Framework ('the Framework') that would strengthen its work with children, young people, and families across all child and family welfare programs and services. The aim was to provide an evidence-informed, clear, and consistent approach to understanding - and partnering with - families that could be applied organisation-wide, regardless of role or context.

### **Methods**

#### *Discovery and Design*

The Parenting Research Centre and OzChild worked in partnership to develop the Framework through rigorous exploration and design processes that utilised different sources of evidence, including research, theory, practice, and lived experience. Central to our design methodology were extensive consultations and workshops with end-users of the Framework, including First Nations staff from Dhiyaan Mirri - OzChild's Bridging Cultures Unit.

#### *Implementation*



OzChild, with the support of the Parenting Research Centre, are currently implementing the Framework across all organisational levels. Implementation science research, including evidence-informed drivers, has guided the development of various Implementation Action Plans to support implementation, scale-up and sustainability of the Framework. Particularly central to these Plans has been a coaching approach that supports organisational leaders to ‘coach’ the staff they lead to embed the Framework in their day-to-day work.

### **Main findings:**

The development and early implementation of the Framework has:

- Provided a set of 9 core evidence-informed ‘practice principles’ that are foundational to the work and practice of all staff (and across all programs, levels and contexts). Examples of these ‘practice principles’ include Culturally Responsive and Safe, Child Centred, and Family Focused.
- Strengthened the capacity for evidence-informed work, decision-making, and practice across the different contexts and levels of the organisation.
- Further unified the organisation by strengthening cross-program connections, providing a ‘common language,’ and making explicit ‘shared ways of working.’
- Supported the ongoing learning journey of staff and the organisation towards culturally responsive and safe practice with First Nations peoples and communities.
- Provided the organisation with a Theory of Change (that is, how OzChild’s programs and services work together to achieve intended outcomes for children and their families). This included aligning all programs with a set of shared outcomes for families.