

3.2 Goals and Objectives

Overall Learning Circle goals and objectives are defined as:

1. Establish a learning culture in order to improve practice and outcomes for children and families.
 - a. Relate the characteristics of a learning organization to the Learning Circle approach.
 - b. Transmit a value towards new ideas, experimentation, innovation, and risk.
 - c. Connect the agency vision and mission to the Learning Circle approach.
 - d. Develop skills to dialogue in a trustworthy and responsible manner to improve supervisor functioning and child welfare practice with children and families.
2. Establish Learning Circles as a model for practice improvements that result in improved outcomes for children and families.
 - a. Identify meeting logistics (i.e., scheduled meeting times, location, and record keeping plan).
 - b. Establish norms around the Learning Circle meetings.
 - c. Develop methods for researching best practice approaches for areas of intervention.
 - d. Develop targeted action plans for practice improvements.
 - e. Connect organization mission and values to practice change and improved outcomes.
 - f. Improve the professionalism of the workforce to increase staff retention and job satisfaction.
3. Identify areas for targeting intervention.
 - a. Review CFSR/PIP and state-specific QA findings.
 - b. Assess team practice for areas that could be strengthened.
 - c. Identify supervisor and team strengths that can be employed to address areas requiring intervention.
4. Establish accountability for overall Learning Circle effectiveness.
 - a. Assess effectiveness of Learning Circle interventions.
 - b. Develop a process for utilizing evaluation findings to improve intervention.
 - c. Utilize data as part of the proactive development process.
 - d. Make adjustments to the intervention plan as appropriate.