



<b>Stage of Development</b>	<b>Challenge</b>	<b>Adaptive</b>	<b>Technical</b>	<b>Strategies</b>
<b>Year 1-3</b>	Philosophical buy in and shared value base	✓		<ul style="list-style-type: none"><li>▪ <b>System wide promulgation of values, mission and vision</b></li><li>▪ <b>Ensure consistency across systems and constant reinforcement of the overarching collective vision and values of the community of practice</b></li><li>▪ <b>The leadership across systems role models and reinforces desired change and practices</b></li><li>▪ <b>Focus groups-team building</b></li><li>▪ <b>Hold an annual retreat/retrospectives</b></li><li>▪ <b>Create an attestation for SOC staff and partners to sign annually</b></li><li>▪ <b>Employ recognition practices/program</b></li></ul>
<b>Year 1-2</b>	Turf wars	✓		<ul style="list-style-type: none"><li>▪ <b>Joint agency/administration</b></li></ul>

				<p><b>leadership stand united and provide realistic expectations to staff of the developmental evolution of a SOC</b></p> <ul style="list-style-type: none"> <li>▪ <b>Decision makers jointly focus on interagency goals, expectations, and practices of agency staff. SOC policies, and procedures are delivered from the top down within each agency to reinforce SOC is an agency as well as a community initiative</b></li> <li>▪ <b>Incorporate values and guiding principles into policies and daily practices</b></li> <li>▪ <b>Provide, promote and attend joint community forums and training opportunities</b></li> </ul>
<b>Year 1-3</b>	Case practice shift	○	○	<ul style="list-style-type: none"> <li>▪ <b>Provide a preservice training program</b></li> <li>▪ <b>Ongoing coaching</b></li> </ul>

				<ul style="list-style-type: none"> <li>▪ <b>Mentoring &amp; Observation</b></li> <li>▪ <b>Apprenticeships</b></li> <li>▪ <b>Checklists</b></li>   <li>▪ <b>Establish Performance Targets</b></li> <li>▪ <b>Distribute ongoing literature and articles</b></li> <li>▪ <b>Create a monthly supervisor forum</b></li> <li>▪ <b>Establish supervisory guidelines to:</b> <ul style="list-style-type: none"> <li>○ <b>Provide supervisors with tools to promote wraparound practices and SOC policies one on one and in group supervision with their staff</b></li> </ul> </li> </ul>
<b>Year 1-2</b>	Interagency collaboration		✓	<ul style="list-style-type: none"> <li>▪ <b>Cross training</b></li> <li>▪ <b>Information sharing venues</b></li> </ul>

				<ul style="list-style-type: none"> <li>▪ <b>System transformation and strategic planning meeting venues</b></li> <li>▪ <b>Colocation</b></li> <li>▪ <b>Use surveys and focus groups to promote camaraderie</b></li> <li>▪ <b>Conduct agency specific needs assessments</b></li> </ul>
<b>Year 1-3</b>	SOC Wrap Fidelity	✓	✓	<ul style="list-style-type: none"> <li>▪ <b>Utilize a user friendly fidelity tool</b></li> <li>▪ <b>Establish annual fidelity targets</b></li> <li>▪ <b>Integrate results into supervision and professional development opportunities</b></li> <li>▪ <b>Use results to drive training</b></li> <li>▪ <b>Consider a Wrap Fidelity designee</b></li> </ul>
	Role clarification	✓		<ul style="list-style-type: none"> <li>▪ <b>Review job descriptions</b></li> <li>▪ <b>Process mapping</b></li> <li>▪ <b>Open and regular communication</b></li> </ul>

				<p><b>forums</b></p> <ul style="list-style-type: none"> <li>▪ <b>Create literature that supports and clarifies the role of CC and FP in SOC</b></li> </ul>
	Information sharing/communication	✓	✓	<p><b>Create a SPOC for major functions</b></p> <p><b>List phone contact information on website and in materials</b></p> <p><b>Hold a standard weekly conference call to share information on SOC and to welcome feedback</b></p> <p><b>Promote face to face and telephone discussions verses exclusive email dialogue</b></p> <p><b>Place suggestion boxes at all partner agency sites</b></p> <p><b>Consider a client relations position/function</b></p>