



Child Welfare Training & Technical Assistance  
**Reaching for Excellence & Accountability in Practice**

## Application For County Departments of Social Services

### Reaching for Excellence and Accountability in Practice (REAP) Mission:

The NC Division of Social Services and county departments of social services, in collaboration with our community partners, will share accountability for reaching core achievements for children, youth & families. We will adopt a quality improvement approach to child welfare that is data-driven, results-oriented, and tailored to the specific strengths and needs of each community. This approach encompasses the use of best practices, technical assistance, and training to continuously improve outcomes for children, youth and families in our state. REAP counties can expect to receive targeted training and technical assistance provided by staff from NC DSS, or in collaboration with other partners that will support counties in their development, implementation and sustainability of an achievement focused agency.

REAP provides a platform for implementing a continuous quality improvement (CQI) process in child welfare. CQI is the complete process of identifying, describing, and analyzing strengths and needs and then testing, implementing, learning from, and revising solutions. It relies on an organizational culture that is proactive and supports continuous learning. CQI is firmly grounded in the overall mission, vision, and values of the agency. Perhaps most importantly, it is dependent upon the active inclusion and participation of staff at all levels of the agency, children, youth, families, and partners throughout the process. CQI is not a time limited project or initiative. It is the ongoing process by which an agency makes decisions and evaluates its progress. The implementation of REAP and a CQI process requires sustained and committed leadership as it may take a significant amount of time and effort to transform the way decisions are made.

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**County Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

Please include the following points in your response / application:

1. Please describe what you know about REAP and why you believe your agency is ready to implement it.

2. Does your agency have a strategic plan or system of evaluating its performance based upon outcomes in place? If so, please describe.
3. Provide examples of how your agency currently uses data to drive its performance?
4. Describe any other initiatives that your agency is implementing and how they may connect to REAP.
5. Who has your agency designated to serve on its REAP Leadership Team and why were these individuals selected (IE. do they serve in an existing leadership role within the agency; do they have experience with implementation; do they have capacity/time)? Please provide names, position titles, and roles within the agency.
6. Describe how your agency will involve internal staff at all levels, youth served, families served, parent leadership and community partners throughout it's REAP planning and implementation.
7. Is there anything else you would like the application reviewers to know that was not previously addressed (current climate of the agency, staff attitudes and capacity, human and or professional development and or financial resources available, community partners shared understanding and commitment toward ongoing work)?