

Snapshot Tips from the Field: Counties Reflect on Using the CPM Implementation Snapshot

The CPM Implementation Snapshot is a tool for counties to use to assess their status in terms of CPM implementation. As outlined in the CPM Implementation Planning Guide, using the Snapshot to understand the starting point is the first step in the local CPM planning process. Counties ask themselves, “Where are we now with putting CPM into practice in our location?” to create a shared view of where to focus implementation planning efforts.

Two counties ‘tested’ the Snapshot and contributed a wellspring of information about their experience. Many thanks to Baljit Gill of Mariposa and Cori Allen from Tuolumne counties for being so generous with their time and reflections! Considered together, their experiences form a Tips List for counties to reference as they plan for their own CPM Snapshot process.

Start with CPM Information

The [CPM page](#) on the CalSWEC website has several articles, videos and PDFs that offer good background information about the CA Core Practice Model. Drawing from these resources to familiarize staff and partners with CPM prior to their participation in the Snapshot process helps get everyone ‘on the same page’ about the purpose and principles of CPM.

Orient Participants Through a Values Exercise

As an early step in the CPM Snapshot process, try reflecting together as a staff about the values and intention underlying your work with children and families. This helps orient Snapshot participants to the value-driven nature of the Core Practice Model.

Take Your Time; Keep it Engaging

Allow ample time to reflect on the topics and questions posed in the Snapshot. Paying attention to key factors related to readiness for implementation will lead to more engagement and a smoother implementation process.

Engage the Right People

Seeking a 360-degree perspective is critical to a county’s Snapshot process. From staff to families to providers, a wide-range of input will create a more realistic and complete picture of where the county currently is in terms of putting CPM into practice.



Focus group for gathering CPM Snapshot input in Tuolumne County

Adapt Questions to Fit the Audience

Counties will be asking Snapshot questions to various groups of staff and stakeholders. Feel free to adapt the questions to best elicit engagement and input from the particular audience involved. Keep the intent of the question the same while editing specific wording to resonate better with respondents.

Use Multiple Modes

Counties are encouraged to be creative in the forums they use to conduct CPM Snapshot conversations. Focus group, staff meeting, webinar; consider modalities that encourage reflection, dialogue and interaction. Some counties have successfully used polling tools such as [Poll Everywhere](#). The integrated polling feature in GoToMeeting or other webinar platforms can also be effective.

Leverage Scheduled Forums

To avoid the difficulty of adding to already busy schedules, utilize previously scheduled meetings for CPM Snapshot discussions. Questions in the Snapshot can easily be divided up into smaller segments or targeted focus areas for specific venues.

Tie to Existing Initiatives

It helps to anchor Snapshot conversations in the context of how CPM may be infused into practice through major initiatives already underway, such as CCR, SOP, RFA or others. Several exercises and a webinar for mapping initiatives to the CPM framework is available on the [CalSWEC website](#).