

Inputs	Outputs	Outcomes			
What we invest: - Leadership commitment to coordinated services, leveraged resources, and shared outcomes - Research time and resources to determine focus population, monitor outcomes, and evaluate results - Staff time to plan and implement Linkages practice - Staff time to adapt Linkages practices into operational policies and procedures - Staff trained in the skills and knowledge for effective service coordination	What we do: - Visible executive sponsorship to promote collaboration - Plan program development and evaluation - Produce policies and procedures - Consistently identify the focus population - Train workforce - Engage family in coordinated case planning - Make resources available to promote service coordination - Jointly monitor the coordinated case plan - Collect evaluation data - Interpret evaluation findings and make program improvements	Who we reach: - Families being mutually served by child welfare and CalWORKs - Child welfare and CalWORKs staff, decision makers, managers, supervisors, line staff - Other partner agencies and service providers	What the short-term changes are: - Staff understand the basics of the other program - Barriers to collaborative practice are minimized - Mutually served families have better access to services - Collaboration relationships exist between programs - Mutual families are consistently and accurately identified	What the medium-term changes are: - Increased job satisfaction for staff - Mutual families feel supported - Increased family engagement in coordinated case plan - Mutual families have increased service participation - Staff demonstrate competency in service collaboration	What the long-term changes are: - Linkages strategies are embedded in practice - Children can remain safely at home - Families have increased economic stability - Staff are prepared for program leadership positions - Increased staff retention
External Factors (What's happening in the environment) - Policy changes in child welfare or CalWORKs - Economic environment - Community-based resources for families					