

Safe Children – Strong, Supported Families: Differential Response Bulletin: Message from DHS Child Welfare Director Lois Day: All DHS Child Welfare Staff & Oregon Stakeholders ***(Please FW to your local partner/stakeholder lists!)***

By April 2015 Oregon will have four Child Welfare Districts practicing Differential Response (DR). The schedule for DR implementation is drafted and posted to our [DR Communications](#) website. According to the plan DR will be implemented statewide by the end of 2017. Since the schedule was posted we are receiving a lot of questions about what staff can do while they wait for their implementation date. Here is a list of six things that need to be done before DR reaches each district.

1. Districts must get solid with the Oregon Safety Model (OSM). The OSM is our foundation for child safety decision making pre and post DR.
2. Catch up on overdue assessments. The transition to DR will be easier if assessments are up to date.
3. If it's been awhile take a look at your gaps and needs as it relates to Strengthening, Preserving and Reunifying Families (SPRF) contracts. Analyze and determine if there are any new or missed gaps in service need and make adjustments before DR comes to your district.
4. Look at your business processes and tighten up where there is a need.
5. Use documents and guidance that the workforce readiness subcommittee created to help you hire the right people for a shifting practice. We want the right people helping us make this shift. Not familiar with these documents? Check with the district or program manager or supervisor.
6. Familiarize your staff with the [Family Engagement Toolkit](#) and start having discussions about ways you can begin enhancing family engagement now.

These six actions will help you create a more calm, competent and confident workforce that will allow for a positive working environment. Transitioning to DR is a time of learning and we want to give you what you need in order for a successful and smooth transition.

Thanks so much for all your hard work.

Take care,

~Lois