

Strengthening Families Meeting Summary 11/7/13

Strengthening Families (SF) Leadership Team Meeting Minutes

Gathering held at Capital Plaza Hotel in Frankfort from 10AM-3PM

Participants: Laura Beard, Kristy Boggs, Bill Buchanan, Carol Cecil, Marilyn Coffey, Tal Curry, Courtney Daniel, Kate Dean, Brooke Gill, Paula Goff, Joel Griffith, Becky Kissick, Kristal Hankinson, Cindy Heine, Mary Beth Jackson, Beth Jordan, Diana Koonce, Tom Lottman, Vestena Robbins, Judy Schroeder, Ruth Ann Shepherd, Kylan Smith, Terry Tolan, Christy Tussey, Tina Webb, Paula Woodworth, and Mary York

Consultants/Presenters: Dr. Pat Minish, Executive Director of the Georgia Association on Young Children (GAYC) for the past 17 years and Leadership Team Chair for Strengthening Families Georgia, and Jeanette Meyer, Project Manager for SF Georgia, led a workshop for to Kentucky SF Leadership Team. Kentucky invited Georgia to present on their program and help lead the Leadership Team through some initial planning steps and lessons learned from Georgia. Georgia was one of the states that closely mirrored what Kentucky would like to do with their SF cross system approach to implementation.

A. Introductions and Goals for Today

- a. Terry Tolan gave the charge for the day. Dr. Shepherd introduced Dr. Minish and Ms. Meyer from Georgia. All KY participants introduced themselves.
- b. Dr. Minish experience was highlighted
 - i. She has vast experience with Marriage and Family Therapy and Early Childhood issues.
 - ii. She chairs the leadership team and manages the grant.
 - iii. She runs the Train the Trainer for Georgia (all levels).
 - iv. GA started in 2006 with SF; 2009 participated in National SF Conference

B. Strengthening Families Georgia (SFG) Overview and SFG Training – presented by Dr. Minish (see attached PowerPoint)

- a. SFG Leadership meets 4 times a year (but more often when starting), Partners meeting of over 60 stakeholders meets 2 times a year, Supports (over 100) are those who want to learn more and want to remain informed
- b. Make sure you start where you are! Must develop based on our own needs, not just a framework, not scripted... Strengthening Families is an approach
- c. Initial core funds were a \$45,000 grant
- d. Reviewed Center for the Study of Social Policy (CSSP)'s logic model (See slide 7)- What all Strengthen Families Initiatives have as a baseline are 7 strategies and 5 protective factors
- e. Framework/Five Protective Factors- Core message for GA was parent/family friendly language (See slide 9)
- f. Discussed a paradigm shift from remediation as a priority to prevention at the federal level. For example, the interest in a family engagement person - (Slide 10)
- g. Examples from Discussion with participants about current SF efforts -
 - i. Metro United Way (Louisville) indicated their neighborhood outreach efforts include concrete support in times of need and parental resilience (Dr. Minish mentioned United Way National Human Resources integrated Strengthening Families Protective Factors <http://strengtheningfamilies.unitedway.org/>)

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- ii. Children's Inc. reported being a part of a larger Consortium of Resilient Children in Greater Cincinnati/NKY Early Childhood Area and they have 5 Strengthening Families Coaches serving 50 child care centers
- iii. Prevent Child Abuse KY has embedded protective factors into contracts for parenting classes
Dr Minish mentioned six modules are available on protective factors
- iv. Kentucky Partnership for Families and Children(KPFC) indicated they are already doing a kind of protective factors work and helping families become stronger
- h. Why Use the Protective Factors
 - i. On the same page and in the same categories
 - ii. Focuses on family strengths
 - iii. Puts parents and families in driver's seat
 - iv. Empower families for the next generation for a "2 generational approach"
- i. Five Protective Factors are
 - i. Parental Resilience- bounce back from things that happen in our lives and these two key aspects:
 - 1. Developing trusting relationships
 - 2. Doing projects or practical things together

NOTE: Dr. Minish highlighted that KY Leadership should focus on these two aspects and this will determine whether or not our leadership is able to sustain the course
 - ii. Social Connections
 - iii. Knowledge of Parenting and Child Development – Example for leadership is to model positive affirmation or praise by making sure to complement each other professionally
 - iv. Concrete Support in Times of Need- Mentioned six two hour training modules over 2 days utilized through times of need
 - v. Social and Emotional Competence of Child
- j. Program Strategies that Support the Development of Protective Factors
<http://www.cssp.org/reform/strengthening-families/resources/changing-programmatic-practice>
 - i. Self-Assessment should be built around the protective factors, and not necessarily strategies (4 Available Tools available on national website)
 - a. Can download a PDF hardcopy or do *online for global and effective strategies
 - b. Childcare survey
 - c. Staff Survey
 - d. Protective Factors Survey
 - ii. How Head Start, Home Visiting, and research embeds SF
 - iii. Darkness to Light - Sexual Abuse Training Curriculum for Prevent Child Abuse Georgia has integrated SF PF
http://www.d2l.org/site/c.4dICIJOkGcISE/b.6035035/k.8258/Prevent_Child_Sexual_Abuse.htm
 - iv. Training - Trainers who attend the train the trainer are required to conduct at least three trainings. GA has an application process for those individuals who want to be trainers. Applicants must have childhood background, child protective services, child abuse prevention or another childhood field.

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- k. Vision, Mission and Values have to be joint (Slides 19-21)
 - i. Get all the right people at the table
 - ii. Education serves on SF
 - iii. Decide on Vision and Mission for KY (Quality Assurance). GA had an outside group lead the Leadership Team through the development of the Strategic Plan.
 - iv. Well-grounded in training modules (In GA is department of early learning)
 - v. Develop trusting relationships as a Leadership Team
- l. Initially Georgia decided on 3 key areas to target for implementation-
 - i. Training, Parenting Cafes and Public Awareness
- m. Focused on developing a training (see Slide 23)- assisted on child abuse prevention and reporting child abuse and staying SF based, 3 pilots at first but did not really work
- n. 3 strategies- education, organizing, and action plans- *Action Plans*
 - i. Leverage all your partnerships
 - ii. Prioritize what is most important- and what can agencies do individually
 - iii. Have utilized an evaluation consultant for three years now, did not start with evaluation as a component initially
- o. Parent Café (Slide 24)
 - i. Trained 12 teams who were to go out and train others, while also conducting a parent café themselves (Google “parent cafes”, no direct study)
 - ii. Parent Cafés: conversation process: peer-to-peer, preferably a parent leader to facilitate conversation. GA used the Illinois model called Love is Not Enough (<http://www.strengtheningfamiliesillinois.org/>). GA leveraged the trainers by requiring the Parent Café leaders to conduct cafes and train at least one other organization. It is a good way for parents to share their knowledge.
 - iii. i.e. “What kind of supports do you have available to help your family?”, “If you could have a talk with the governor, what would you say to him?”
- p. Need Educational Outreach to the Public for “buy-in”
- q. Training: 2023 individuals trained on modules and TOT- 5,541 child care staff completed the training- total is almost 8,000 individuals trained in one year (<http://gayconline.org/resources/sfg/>)
- r. Slide 33- what opportunities for funding are available and where is your state at developmentally- Healthy Relationship and Marriage Education Training (www.nermen.org)

C. Strengthening Families National Resources:

- <http://www.cssp.org/> The Center for Study of Policy developed a new conceptual framework and approach to preventing child abuse and neglect, called Strengthening Families, which involved building evidence-based protective factors around young children by working differently with their families. National resources are available on this site.
- <http://ctfalliance.org/> The National Alliance of Children’s Trust and Prevention Funds (Alliance) is a membership organization that provides training, technical assistance and peer consulting opportunities to state Children’s Trust and Prevention Funds and strengthens their efforts to prevent child abuse.
- <https://sites.google.com/site/allianceecitheoryofchange/> Archived calls on Google- Contains archives of national networking calls and links to new and useful resources

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- <http://www.friendsnrc.org> FRIENDS National Resource Center for Community-Based Child Abuse Prevention- Protective Factor Survey
- <https://www.childwelfare.gov/preventing/preventionmonth/guide2013/index.cfm> Preventing Child Maltreatment and Promoting Well-Being: A Network for Action 2013 Resource Guide
- https://www.childwelfare.gov/preventing/preventionmonth/calendar_eng.cfm April 2013 Activity Calendars for Programs, Parents and Communities
- <http://ctfalliance.org/onlinetraining.htm> National Alliance of Trust and Prevention Funds- Bringing the Protective Factors Framework To Life In Your Work -- A Resource For Action. Free Self-Paced On-line Training on the SF Framework (7 modules total)
- <http://www.cssp.org/reform/strengthening-families/resources/Online-self-assesment-fact-sheet-December-2011.pdf> Strengthening Families Self-Assessment for Programs and Providers and Online Self-Assessment Information
- Strengthening Families Summit (only happen every two years)- 1 ½ days, evaluation, parent cafes, and marketing resources- this helped the leader of GA conceptualize and really understand SF.
- Head Start is attempting to do a crosswalk between family competency and engagement with SF

D. Strategic Tool Discussion (tools referenced in this section follows the presentation)

- a. Facts sheet and logic model- handout (Key Aspects of GA's work)
- b. State Initiative Profile
- c. Resources that can be used
- d. Logic Model
 - i. Simplified version for public distribution
 1. Strategies: Engagement, Training and Technical Assistance & Education
 2. Logic Models aren't always linear and need room for feedback loops
- e. Operational Plans- Education, Training & Technical Assistance, Engagement- Actions steps and objectives- thought provoking
- f. Evaluation Plan
 - i. Developed by Private Consultants
 - ii. Conceptualize (look at house handout and old logic model)
 - iii. Pg 7- measurement model- i.e. partner survey
 - iv. Required to report on 3 components- Financial, Training and Partnership
- g. Finance Project: Funding: Grant, In-Kind, How many People are being trained
- h. Sustainability Self-Assessment Tool
- i. Some other strategies GA is using:
 - i. GA Governor's Office signs a proclamation declaring Family Engagement Month. The Week of the Young Child is in April along with Child Abuse Prevention Month.
 - ii. Need to have a focal point. Figure out where we start. Pick an area where to start. What is the low hanging fruit, so we can have early successes and buy in?
 - iii. 5 calendars links to child abuse
<https://www.childwelfare.gov/pubs/guide2013/guide.pdf#page=78>
 - iv. SF Summit in October 7-8, 2014 in Chicago.
 - v. Cross walks for Home Visiting at CSSP <http://www.cssp.org/reform/strengthening-families/resources/Connecting-Strengthening-Families-and-Home-Visiting.pdf>

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vi. What yields best outcomes?

1. Early Childhood Councils
2. Strong relationships
3. Communications in all levels/fields
4. Group or team charter (leadership/protocol, communication, having right leadership)
5. Strong collaborative leader or someone who works together
6. Meeting need to be discussion and group needs to be part of decision
7. NJ is good example of having SF in government agency who works well together.

<http://www.cssp.org/reform/strengthening-families/national-network/other-resources/New-Jersey-New-Template.pdf>

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This section includes the activities that Dr. Minish had the group work on as it relates to Kentucky

A. What do you know and want to know about Strengthening Families Activities- Dr. Minish divided the participants into five groups that answered five specific questions:

1- What do you know about Strengthening Families?

- a. Framework (comprehensive)
- b. 5 protective factors, 6 in KY
- c. Strength based instead of deficit
- d. Prevention focused
- e. Cross-systems approach
- f. Research based, evidence-informed (aligns in ACEs and Toxic Stress)
- g. Can be implemented incrementally
- h. Small changes can be made to current program
- i. Give families skills
- j. Adapted/incorporated to existing programs for total needs of families/communities
- k. Common core of values for professionals toward families
- l. Meet families where they are
- m. For all families
- n. Customizable to each agency/program
- o. Training is essential
- p. Non-threatening, no stigma
- q. Don't have to be degreed/non-degreed to participate

2- What do you want to learn about SF?

- a. What were they able to accomplish prior to and after budget
- b. Lessons Learned
- c. What was useful and what would they change
- d. How do we get partners to join
- e. What is meant by evidence-informed?
- f. Data/measurements on impact
- g. How do you interface with statewide family organizations?
- h. How do you communicate with families?
- i. Do you use family peer support?
- j. Have you seen any differences in goodness of fit by service system?
- k. What was climate and foundations they built upon?
- l. Want to know more about messaging, was it tailored to groups?
- m. How do you determine if an organization meets criteria to be SF?
- n. Public messaging, want to know more about public awareness
- o. Training- how do we know we're training the same way?
- p. What are the specifics-operational
- q. How to build so it sustains?

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- r. How to build to embed?
- s. How do you show what's in it for them?
- t. Core values, attitudes, paradigm shift
- u. How to embed in programs that have a specific curriculum?
- v. How do you measure success: process and outcomes?

3- What Opportunities Currently Exist for SF?

- a. Redesign of QRIS (STARS)
- b. PCAK building in SF
- c. Expansion Born Learning Academies
- d. System of Care- SEED< MIECHV, KICC
- e. Expansion of HANDS
- f. Parents as Teachers 0-5
- g. National work SF+ Headstart
- h. AAP
- i. SF + RTT
- j. RTT-ELC Application
- k. Social Emotional Measures
- l. Hospitals, HD, Primary Care
- m. Infrastructure in every county
- n. Strong buy-in from multiple agencies
- o. History of early childhood collaboration
- p. Less layering of bureaucracy in KY than other states
- q. Community Mental health Centers have peer support specialists
- r. Governor's support of Early Childhood Agencies
- s. Statewide family organizations help already
- t. School systems through organizations (KSBA, KASA, FRYCC)
- u. Extension offices
- v. Family peer support
- w. CHFS children's realignment
- x. CECCs
- y. ASQ network
- z. Fundamental to agency strategic plan
- aa. Integrated into state reporting

4- What are the obstacles facing KY SF?

- a. Obtaining buy-in: the why, what and how
- b. Measurements and evaluation, multilevel, difference
- c. Cross collaboration
- d. Align individual program goals with SF Awareness-not all programs strength based
- e. Agency orientation toward families
- f. Communication (people, services, professionals)
- g. Integration (vertical + horizontal_

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- h. Competing federal and state regulations across disciplines
- i. Resources
- j. Funding, staffing, consolidation
- k. Continuity, turnover
- l. Data collection infrastructure (integrate existing, simplify what is needed, time for input/output, family outcomes measured differently, longitudinal data)
- m. Changing public attitude
- n. Resistance to change
- o. Silo-ed nature of early childhood
- p. Grasping big picture of System of Care
- q. Sustaining the initial energy and passion
- r. Statewide responsibilities and boundaries do not match across disciplines
- s. Competing priorities/matching solutions
- t. Rural Families
- u. Lack of Transportation, communication
- v. Access to Technology
- w. Diverse family values and attitudes

5- Who else might be invited to KY SF Leadership Team or Work?

- a. All
- b. Families who receive services (culturally diverse)
- c. KY Association with Communities
- d. Parents As Teachers
- e. Headstart
- f. KAEYC
- g. PTA
- h. Higher Education
- i. KEA
- j. Extension agents
- k. Public Library
- l. Faith-based
- m. Community Action
- n. KY League of cities
- o. KACO
- p. Chamber of Commerce
- q. School Board Association
- r. Division of Early Childcare
- s. Elected Officials
- t. KPFC
- u. KASA
- v. Youth
- w. Courts
- x. United Way of KY

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- y. Grandparents
- z. YouthCare providers
- aa. SNAP/TANF
- bb. Legislators
- cc. EC Regional Training Centers (RTC)
- dd. Child Care Aware
- ee. KET
- ff. KDE
- gg. YMCA EC
- hh. Law enforcement
- ii. Community Mental Health Centers
- jj. Foster/adoption care
- kk. Public Health
- ll. Pritchard Committee
- mm. PNC/Corporate
- nn. Private Treatment Providers

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This section includes the activities that Dr. Minish had the group rank where they saw Kentucky's work at this time.

Georgia's Approach and Lessons Learned: How do they apply to Kentucky?

- a. Activity- Lessons Learned (D+ Done, C=Consider, S= Start, NW=Needs Work)

Consultants gave 15 lessons learned compiled from the SF Georgia Leadership Team from their 7 year history. 18 surveys were completed by the KY Leadership Team using the 4 following ratings: D=Done, C=Consider, S= Start, NW=Needs Work.

The results in **bold** below represent the two highest votes.

- | | | |
|----|--|----------------------------|
| 1. | <u>Are you clear on your Mission/Vision?</u> | Needs Work/Started |
| 2. | <u>Ensure your leader is the right strategic person</u> | Done/Consider |
| 3. | <u>Hire a dedicated time coordinator</u> | Needs Work |
| 4. | <u>Structure the Levels of Involvement</u>
(active involvement versus information seeking) | Started/Needs Work |
| 5. | <u>Remain collaborative, but not too many hands for approval</u>
(Collaborative- GA is a volunteer program at this point.
Government agency- not too many steps for approval or else
it will bog down the system) | Started/Consider |
| 6. | <u>Leverage your resources</u>
(figure out funding and how to keep it alive) | Started/Needs Work |
| 7. | <u>Implement a tangible action step</u>
(this is when the organization congealed for GA-
pulls everyone together to accomplish a common goal) | Needs Work/Consider |
| 8. | <u>Consider a focal point</u>
(many different agencies and organizations here in KY
-where do we start here in KY-pick just one area to start
with-what is the "low hanging fruit"-harder to get them
to adjust or change part of their agency/organization) | Needs Work/Consider |
| 9. | <u>Consider a committee structure</u>
(what yields the best outcomes in terms of working
structures. Early Childhood Counsel: 1- subcommittees/subgroups,
2: effective communication (Going from Silos to connectedness),
3: group or team charter, having the right leadership (Strong and Collaborative) | Needs Work/Consider |

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10. Consider pros & cons- in or out of government
(political issues in government- if separated by buildings or miles it does not work well, really need to look at the best collaborative effort) **Needs Work/Consider**
11. Take advantages of opportunities
(need to know what the opportunities are and be ready when the opportunity comes along) **Started /Consider**
12. Decide upon age range
(birth-3, birth-5, and birth-21) (didn't mention prenatal) **Needs Work/Consider**
13. Watch for diversity of Leadership Team
(gender, geographic, job diversity, not just cultural diversity- do we have enough parent leaders involved?) **Needs Work/Started**
14. Stay the course
(it takes longer than you think it's going to take- jump in with both feet and stay the course) **Started/Needs Work**
15. Plan for sustainability
(has it been thought about) **Needs Work/Consider**

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This section includes the Moving Forward Discussion in Kentucky.

A. What are some next steps for SF Kentucky?

- a. Making sure right people are in leadership
- b. Mission, Vision, Goals
- c. Compiling Lessons learned symbols
- d. Core Group of people to look at GAs materials and decide on next steps
- e. Subgroup to look at what all the states are doing and compile (new state profiles come out in March)
- f. Common Language

B. What might be realistic for Year One? (Starting in January 2015, which aligns with reports)

- a. -Decide on different levels of logic
- b. Theory of Change or Logic Model
- c. Define deliverables
- d. Build knowledge capacity of leadership team
- e. Solidify mission, vision
- f. Decide on six or five protective factors
- g. Build training capacity- talk about what it is, are we doing cross-agency?
- h. Age Level
- i. Common Language that we want to use
- j. Communication Plan (Don't put it out until you are clear about what you want to communicate)
- k. Leadership Resources

C. What might be realistic for Year Two? (Starting in January 2014)

- a. High Level roll-out plan (agencies)
- b. Deliverables
- c. Capture Data (what's happening)
- d. Begin training
- e. Communication Plan (Grass roots to High Level)
- f. Website verbiage with links
- g. Elevator Speech (Parents and Professionals)
- h. Program Resources
- i. Need to discuss obstacles in a meeting very soon to get them out into the open.

D. What Opportunities Currently Exist for KY – Top areas checked.

- a. Behavioral Health Redesign
- b. System of Care efforts- KY SEED, KICC, MIECHV
- c. Integration into state infrastructure including reporting system: RFA, Training, redesign of public health system, IV-E Waiver
- d. Redesign of QRIS
- e. Expansion of HANDS
- f. Peer to Peer Support, Family Peer Support