If you want to engage authentically with kinship care families…

- Don’t underestimate the operationalization of philosophy and theory into practice
- Don’t confuse participation with engagement
- Know that expertise is not professionally assigned
- Know that complexity is inherent; complications are not
- Know the richness in conflict
- Know that behaviors trump tools
Session 1 Objectives:

1. Recognize how a philosophy for a value for family and an understanding of theories of family engagement, impact kinship care practice.
2. Describe a triad-centric mindset.
3. Analyze the KORE™ model of kinship care.
4. Apply the Kinship Navigator model to KORE™ and a triad-centric mindset.
5. Identify practices skills that are family inclusive and triad-centric.

Introductions...

Kasserian Ingera
How are the children?
We meet families where they are.
in the Public-Private Partnership

Since our inception:

- We have raised the practice of Kinship Care in Allegheny County from 10% to 63% (with a goal of 70%).
- County currently at 50%.

Before the implementation of IOC in Philadelphia, we had taken kinship care from 5% to 22% (with a goal of 55%).

- County currently at 47%.

Each day ASCI serves 1,800 children between both offices.

Over 20,000 children

Public-Private Partnership

Children – Families - Communities

The ASCI Operating System has transformed kinship care models...

KOREmodel
Kin Operating Relationship Engagement

1. Kinship Focus: Ensures a values-based, context framework. A key part of the mission is to make sure the family is not involved, the operating system is fully functional.
2. Operating Focus: Ensures processes are in place to sustain the operating system and to maintain efficiency and compliance. Controls are institutionalized vs. systems success.
3. Relationship Focus: Ensures there are networks to connect multiple children and families to maintain a rich, robust family focus.
4. Engagement Focus: Ensures management of integrated programs, activities and policies that meet specific needs (i.e., training, licensing, case management, etc.)
All practice is based on philosophy and theory.

**Responsible Kinship Care Practice**

Thinking deeply about what we accomplish through kinship care and about why we think particular practices are more relevant than others is a fundamental responsibility of all kinship care practitioners.

Clarifying the language of philosophy, theory and value facilitates conversations about what we think we know, what we need to know and how we came to those conclusions.

Kinship Care is **transformative**.
Kinship Care is truly transformative...

Change vs. Transformation

Feelings, Beliefs, Values

Change is doing things differently.
Transformation is a new way of being.

A shift in behavior  A shift in values

You can change without transforming, but you cannot transform without changing.

Outside THE LINES

Behaviors and outcomes always reveal theory...
What do we need to transform?

You have been given $1000.00 to do whatever you like with it. What would you do with it?

What you spend the money on has everything to do with what you value.
**value**

/ˈvalyoʊ/  

1. The regard that something is held to deserve; the importance, worth, or usefulness of something.  

worth, usefulness, advantage, benefit, gain, profit, good, help, merit, helpfulness, avail  

2. A person's principles or standards of behavior; one's judgment of what is important in life.  

principles, ethics, moral code, morals, standards, code of behavior; society's values are passed on to us as children

Identifying value-indicators…

How many things were indicated this morning?

<table>
<thead>
<tr>
<th>KINSHIPcare® Readiness Rubric (KCRR1)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Concept Dimension</strong></td>
</tr>
<tr>
<td>Evidence that families are valued and included in the organization's decision-making</td>
</tr>
<tr>
<td>Evidence of ethical frameworks and culturally responsive practices in decision-making</td>
</tr>
</tbody>
</table>

© 2014 by A Second Chance, Inc.
<table>
<thead>
<tr>
<th></th>
<th>National Average</th>
<th>ASCI Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Length of stay for children discharged to reunification</td>
<td>7.6 months</td>
<td>6.23 months</td>
</tr>
<tr>
<td>Length of stay for children discharged to adoption</td>
<td>29.4 months</td>
<td>21.35 months</td>
</tr>
<tr>
<td>Period of time for SPLC</td>
<td>24 months</td>
<td>17.97 months</td>
</tr>
<tr>
<td>Percentage subjected to substantiated/indicated maltreatment/abuse while in care</td>
<td>.34 %</td>
<td>0 %</td>
</tr>
<tr>
<td>Percentage of foster youth who complete high school</td>
<td>50%</td>
<td>95%</td>
</tr>
<tr>
<td>Percentage of foster youth who change schools when first entering care</td>
<td>56%</td>
<td>5%</td>
</tr>
<tr>
<td>Percentage of female pregnancy rates for foster youth</td>
<td>33%</td>
<td>1%</td>
</tr>
</tbody>
</table>

What indicates value in kinship care?

The more we value something, the more energy and effort we put forth to create, sustain or evaluate that value.
How many rules and regulations have you already followed today?

Were some conscious? Were some unconscious?

Would you say any were value-based?

Rules, Regulations and Values

Since childhood we have been taught rules and regulations...

and we sometimes break the ones we don’t believe or see value in.
Can you think of any rules and regulations you have selected not to follow over the last two days?
Rules and Regulations in Kinship Care

Rules + Regulations only = Reactive Behavior

Values-Based Kinship Care

Rules + Regulations + Values = Proactive Behavior

Rationale behind the rules and regulations...
A look at the differences and similarities between kinship caregivers and foster parents as we move towards a universal definition of caregiver as **Resource Family Caregiver**.

Do values automatically make decision-making easier?

Our values influence our **decision making**. Our decision making influences **policy and practice**.
We value the entire family. This means the entire triad: child, birth family and caregiver.

Beliefs
We believe that families should drive the processes of kinship care.

Behaviors
We license families in, not out.

Outcomes and Data
ASCI licenses 96% of families within 60 days or less.

On the Frontline: Operationalizing as A Value for Family

The family is the expert...
Foster families see this…
- Offered Appropriate and a Variety of Supports
- Legal Guidance Attention to Need
- Straight-forward Licensing
- Relevant Training
- Welcome and Acceptance into the System

Kinship families see this…
- Inappropriate and Lack of a Variety with Supports –
- Little Legal Guidance
- Needs Ignored
- Irrelevant Training
- Difficult & Confrontational Licensing
- Inexperienced and Non-diverse staff for Families of Color
- Not Welcomed into System - Viewed as Part of the “Problem”
We are a broker of permanency options working for the triad.
Session 2 Objectives:

1. Explain how implicit bias can undermine effective kinship care practice.
2. Identify preventive casework strategies to inhibit implicit bias.
3. Appraise levels of kinship care assessment at the practice level.
4. Define Triad Enriched Engagement™
5. Formulate strategies for addressing complexities and challenges in engaging the entire kinship triad.

What comes to mind?
A myth is a story handed down through history, often through oral tradition, that explains or gives value to the unknown.

And myths can become a widely held but false belief or idea.

Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
Some kinship care myths are...

Myth Associations with Kinship Care...

Kinship caregivers are old and poor...

80% of grandparent caregivers are in the workforce. (Children's Defense Fund, 2012)

http://www2.gu.org/OURWORK/Grandfamilies/GrandfamiliesStatistics.aspx
You can’t locate kin easily…

Experts estimate that children have between 100 to 300 relatives at one time. (Casey Family Services, 2008)

Licensing in kinship care is complicated.

In contrast to the National average of 90-180 days, ASCI licenses kinship homes in less than 60 days at a rate of 92%.

Why consider myths in kinship care?

True or false, myth is never mere.
To call even an apparent false story or belief a mere myth is to miss the power that that story holds for those who accept it.

Consider the one experience syndrome?
Recognize implicit bias is unavoidable…

46% more per year
A model that combines and integrates the triad into child welfare processes and platforms in order to properly deliver a triad-centric and enriched experience.
Focus on the Entire Experience…

A front-end decision-making process in place that favor kin.
Goals for Kinship Navigator Services

- Improve child/teen long-term outcomes by assuring kids live and develop in families
- Increase the percent of kinship placements in Allegheny County from the current 58% to 70% through a partnership with A Second Chance Incorporated
- Further decrease congregate care rates
- Increase the use of kinship care as the first placement for kids
- Support Conferencing and Teaming and family finding through identifying and engaging kin in anticipation of removal

The Process

- CPI (criminal investigation) assessed
- DHS (Department of Human Services) contacts Kinship Navigator (RN)
- RN contacts kin identified by DHS & prepares them for placement

Placement Scenarios

- If the Kinship Navigator finds the kinship competent, willing to become a caregiver and able to meet the needs of the child, the Kinship Navigator will assist the caregiver in identifying and engaging the child in the kinship placement process.

Notes:

1. Kinship Navigator works with the kinship caregiver through an agreement that identifies the caregiver's role and responsibilities.

2. Kinship placement is not feasible as present.

3. Family-based Regorstine Home is an AGC identified home where the caregiver was a former kinship caregiver and understands the importance and value of family.
The bottom line(s)...

**KINSHIP NAVIGATOR**

Reduces the legwork of DHS/ACYF case manager. They can focus on the crisis situation and child well-being during the emergency situation.

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**IF TERESA’S DAUGHTER IS MY DAUGHTER’S MOTHER,**

**WHAT AM I TO TERESA?**

**ANSWER:** Daughter

Teresa is the mom of the person asking the question. It’s a more complicated way of saying, “I am my mother’s daughter.”

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**What is complexity?**

A description of the result of the interconnectedness of many, diverse, nonstandard elements interacting in ways that are non-linear, potentially changing in ways that are not amendable to analysis through deconstruction into separate parts.

**What is the opposite of complexity?**

A mechanical view where we take control and watch what happens. There is no learning or adaptability. We can easily break into parts and address piecemeal.

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We attempt to simplify a situation to get to a simple answer. It makes sense, simple answers drive straightforward actions that are easily implemented.

**Complexity in a system should not be ignored – in fact, complexity is where some of the most valuable knowledge can be gained.**
A integrated casework process that facilitates a way home…

 Processes Include:
• Approval of Licensing
• Permanency Planning
• On-going Case Management

 Support Services
• 30-day ISP
• Additional Training and/or Assessment
• Family Profile: The Home Study

Processes Include:
• Initial Orientation to ASCI
• Safety Assessment
• ID of Concrete Needs
• Permanency Discussions Begin
• Initial Discussion of Home Study
• Completion of Initial Clothing and Emergency Fund Allowance
• Discussion of Discipline Policy
• Discussion of Available Resources
• Approval of Licensing
• Permanency Planning
• On-going Case Management
• Support Services

Support Offered to Every Part of the TRIAD
   CAREGIVER
   FACT (Family and Children Together -Reunification Group)
   Birth Parents Support Group
   Fathers Mentoring Fathers
   And ALL Community Support Groups offered

   CHILDREN
   CLOTHING AND EMERGENCY SUPPORT
   STRAIGHT-BASED ASSESSMENT
   MENTAL WELLNESS SERVICES

• Teen and Adolescent Support Group (TASC)
• A Dance for Life
• Camp COOKS
• Grandparents Support Groups
• Summer Youth Employment
• In Real Life (SRL) – Life Skills for Teens
• Certification Kinship Care Licensing
• Kin as Parents
• Grandparents Support Group
• Respite Care
• Child Care
• Grandpa’s Hands
• Young Men of Promise
• Fathers Mentoring Fathers
• Legal Assistance

Complexity can enrich relationships…