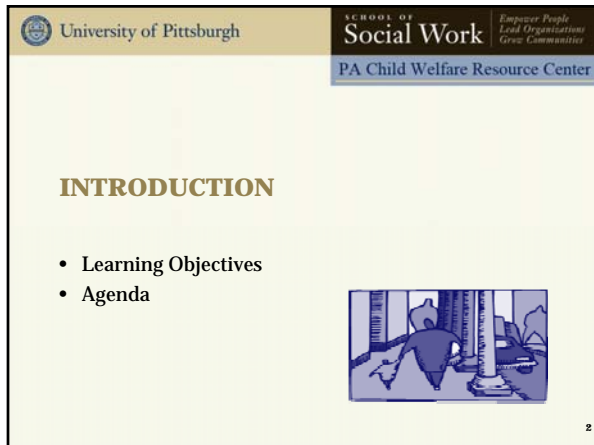
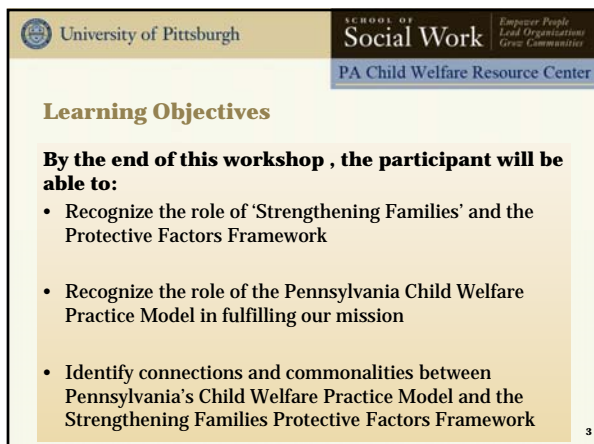


Horizontal lines for notes



Horizontal lines for notes



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### Workshop Agenda

- Introduction
- Strengthening Families
- The Protective Factors Framework
- The Pennsylvania Child Welfare Practice Model

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## STRENGTHENING FAMILIES



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They say it takes a village to raise a child but no one ever tells you where it is or how to get there



som<sup>ee</sup>cards

Our goal: To help everyone understand how we are all fellow villagers working together as a team to help raise the children and youth of Pennsylvania.

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**Why does it take a village?**

Strengthening families and preventing child abuse requires a shared commitment of individuals and organizations in every community.



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Juggling the demands of work, home, and other responsibilities leaves many parents feeling like they do not have nearly enough time with their children. Even small acts of kindness can make a big difference to a parent who is struggling to achieve all their goals.

So where do we begin? How do we help?

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**Parents say they want to...**



- Know their children feel loved
- Be responsive to child
- Have connections
- Meet basic needs
- Show courage

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### What is 'Strengthening Families' all about?

"Strengthening Families" began as an approach to child abuse prevention

- Research based
- Focus on strengths, not risks
- For **all** families
- Start where families already go
- Build on and connect existing programs and strategies, not invent new ones

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### 'Strengthening Families' began with a focus on children 0-5

- Highest rates of abuse and neglect for children under 4
- The brain's primary architecture is developing in years 0-5
- Adverse experiences at an early age create lifelong risk

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### A Common Approach

'Strengthening Families' quickly moved beyond child abuse prevention for young children and was adapted for a wide variety of programs, integrating a common approach to the needs of families into many kinds of services.



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### THE PROTECTIVE FACTORS FRAMEWORK



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### The Protective Factors:

Levers	Strategies	Protective Factors	Results
<p>Community and multi-system leaders act to build sustainable infrastructure through key levers for change:</p> <ul style="list-style-type: none"> <li>Parent Partnerships</li> <li>Policy/Systems</li> <li>Professional Development</li> </ul>	<p>Community programs and worker practice consistently:</p> <ul style="list-style-type: none"> <li>Facilitate friendships and mutual support</li> <li>Strengthen parenting</li> <li>Respond to family crises</li> <li>Link families to services and opportunities</li> <li>Value and support parents</li> <li>Further children's social and emotional development</li> <li>Observe and respond to early warning signs of abuse and neglect</li> </ul>	<p>Families and communities build protective factors that also promote healthy outcomes:</p> <ul style="list-style-type: none"> <li>Parental resilience</li> <li>Social connections</li> <li>Knowledge of parenting and child development</li> <li>Concrete support in times of need</li> <li>Social and emotional competence of children</li> </ul>	<ul style="list-style-type: none"> <li>Strengthened families</li> <li>Optimal child development</li> <li>Reduced child abuse &amp; neglect</li> </ul>

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### Social and Emotional Competence

*“My child feels loved, a sense of belonging and can get along with others.”*



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**How Programs Can Promote Social-Emotional Development:**

- Help parents to see positives in their children, despite challenging behaviors
- Include parents
- Teach social and emotional skills

Share strategies....

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**Adequate Knowledge of Parenting and Child Development**



*“I stay curious and am responsive to what my child needs.”*

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**How Programs Enhance Parents’ Knowledge:**

- Help parents understand child development
- Be a role model for parents
- Form partnerships with parent education organizations

Share strategies.....

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**An Array of Social Connections**



*“I have people who know me– friends. And at least one person who supports my parenting.”*

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**How Programs Help Parents Develop Social Connections:**

- Informal space for parents to gather
- Blend social and parent education activities
- Organize activities that bring parents together
- Reach out and connect isolated parents

Share strategies....

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**Concrete Support in Times of Need**



*“My family can access basic needs when they need it.”*

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**How Programs Help Families Access Concrete Support:**

- Distribute community resource guides
- Invite community partners to share information with families
- Refer parents to community resources – a name, a phone number, and follow-up
- Help parents to overcome barriers to getting the services they need

Share strategies... 22

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**Parental Resilience**



*“I will continue to have courage during stress or after a crisis.”*

Protective Factors definitions from Community Café 23

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**Parental Resilience**



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### How Do You Help Build Parental Resilience?

- Through regular contact, show parents:
  - They are valued
  - Staff is concerned about them
  - Help is available
- Acknowledge successes
- Offer extra support and trusting relationships



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### The Foundation To It All - Relationships

- Mutual respect and partnership
- Trusting relationships with others, developed over time
- Relationships with schools, community agencies and services



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### Bringing the Protective Factors Framework to Life in Your Work

- Online training to support implementation of Strengthening Families™ Protective Factors Framework in multiple settings
- Systems may use for awarding CEUs, credit
- Free of charge



Find at Contact [www.ctfalliance.org/onlinetraining](http://www.ctfalliance.org/onlinetraining)  
[onlinetraining@ctfalliance.org](mailto:onlinetraining@ctfalliance.org)

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### Bringing the Protective Factors Framework to Life in Your Work



7 courses, each about 2 hours in length

- Introduction to the Framework (also useful as a stand-alone orientation)
- A course on each of the 5 Protective Factors
- A wrap-up course that moves users from knowledge to action

Find at [www.ctfalliance.org/onlinetraining](http://www.ctfalliance.org/onlinetraining)

Contact [onlinetraining@ctfalliance.org](mailto:onlinetraining@ctfalliance.org)

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### Resources



Strengthening Families National Network  
[www.strengtheningfamilies.net](http://www.strengtheningfamilies.net)

Online Modules : [www.ctfalliance.org](http://www.ctfalliance.org)

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### THE PENNSYLVANIA CHILD WELFARE PRACTICE MODEL



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**Take a Moment and Think About This...**

- What do you hope to achieve when you work with children, youth and families or when an agency works with you?
- What common goals do we have?
- How do we reach our goals?

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**What is a "Practice Model" ?**

At its most basic level, a child welfare practice model is a conceptual map and organizational ideology of how agency employees, families, and stakeholders should unite in creating a physical and emotional environment that focuses on the safety, permanency, and well-being of children, youth and families.



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**What is a "Practice Model" ?**

The practice model should make an explicit link connecting the agency's policy, practice, training, supervision, and quality improvement with its mission, vision, agency values, and strategic plan.

It is the agency's guide to the daily interactions among employees, children, youth, families, stakeholders, and community partners working together to achieve defined outcomes.

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**A Clearly Articulated Practice Model Helps Child Welfare Executives, Administrators And Managers:**

- Identify outcomes they hope to achieve
- Develop a vision
- Decide how to use agency resources
- Define staff performance expectations
- Develop an array of services
- Create a qualitative case review system
- Collaborate with families and youth
- Work across systems.

"Guide for Developing and Implementing Child Welfare Practice Models" by Jan McCarthy, MSW October, 2012 National Child Welfare Resource Center for Organizational Improvement 34

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**A clearly articulated practice model helps supervisors fulfill their role as keepers of the agency's culture with responsibility for:**

- Training, guiding and supporting frontline staff;
- Monitoring and assessing staff performance and child/family outcomes;
- Modeling the agency's values and approach to working with families; and
- Observing and advocating for needed change.

"Guide for Developing and Implementing Child Welfare Practice Models" by Jan McCarthy, MSW October, 2012 National Child Welfare Resource Center for Organizational Improvement 35

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**A clearly articulated practice model gives child welfare workers:**

- A consistent basis for decision making;
- Clear expectations and values for their approach to working with families, children, and youth;
- A focus on desired outcomes;
- Guidance in working with service providers and other child-serving systems; and
- A way to evaluate their own performance.

"Guide for Developing and Implementing Child Welfare Practice Models" by Jan McCarthy, MSW October, 2012 National Child Welfare Resource Center for Organizational Improvement 36

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**A clearly articulated practice model encourages the community, the agency's network of stakeholders, and children, youth and families to engage with the agency in fulfilling its mission.**

"Guide for Developing and Implementing Child Welfare Practice Models" by Jan McCarthy, MSW  
October, 2012 National Child Welfare Resource Center for Organizational Improvement 37

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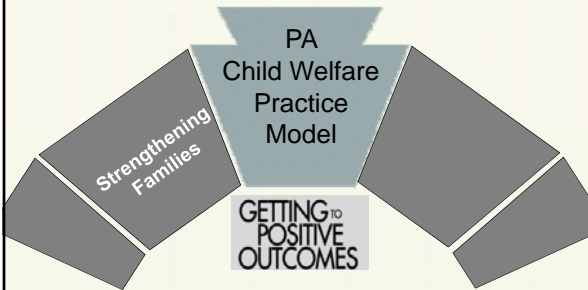
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**FOR PENNSYLVANIA'S CHILDREN, YOUTH AND FAMILIES**

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### Pennsylvania's Child Welfare Practice Model

- We believe the Practice Model will serve to improve practice and ultimately result in better services and outcomes for children, youth and families
- The Practice Model can serve as the **keystone** to connect and link our values with our efforts at improving outcomes
- Successful implementation is critical.



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### Pennsylvania's Child Welfare Practice Model

**Key Components :**

- Outcomes
- Values & Principles
- Skills



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### Pennsylvania's Child Welfare Practice Model

**Outcomes:**

Children, youth, families, child welfare representatives and other child and family service partners participate as team members with shared community responsibility to achieve and maintain the outcomes.

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### Pennsylvania's Child Welfare Practice Model

**Values and Principles:**

Our values and principles will be consistently modeled at every level and across partnerships. We believe in...

- Children, Youth and Families
- Community
- Honesty
- Cultural awareness and responsiveness
- Respect
- Teaming
- Organizational excellence

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### Pennsylvania's Child Welfare Practice Model

**Skills:**  
To achieve our desired outcomes and commitment to these values and principles, demonstration of the following skills is essential across all aspects of the child welfare system.

- Engaging
- Teaming
- Assessing and Understanding
- Planning
- Implementing
- Monitoring and Adjusting

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### How Will We Know When We Got There?



The outcomes of safety, permanence and well-being for the children, youth and families whom we serve will be achieved by the use of the best quality of services we have provided.

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### Child/Youth & Family Status Indicators

- Safety – Exposure to Threats of Harm
- Safety – Risk to Self/Others
- Stability
- Living Arrangement
- Permanency
- Physical Health
- Emotional Well-Being
- Early Learning and Development and Academic Status
- Pathway to Independence
- Parent and Caregiver Functioning

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### Practice Performance Status Indicators

Engagement Efforts	Planning for Transitions and Life Adjustments
Role and Voice	Efforts to Timely Permanency
Teaming	Intervention Adequacy and Resource Availability
Cultural Awareness and Responsiveness	Maintaining Family Connections
Assessment and Understanding	Tracking and Adjusting
Long-Term View	
Child, Youth and Family Planning Process	

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### Continuous Quality Improvement

**What it isn't and what it is...**

Continuous Quality Improvement (CQI) is not a time limited project or initiative. It is the ongoing process by which an agency makes decisions and evaluates its progress.

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### The DAPIM™ Model: A "Flywheel"

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**Our goal:** To help everyone understand how we are all fellow villagers working together as a team to help raise the children and youth of Pennsylvania.

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**Here's the map! Pick a village. We are all working together to help raise the children and youth of Pennsylvania!**



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**Karen Shanoski**  
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717-763-1661 x 139

**PA Strengthening Families : Toolkit for Educators**  
[www.pa-strengthening-families.org](http://www.pa-strengthening-families.org)

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**Please contact us if you have any additional questions**

**Jeanne Schott [jls192@pitt.edu](mailto:jls192@pitt.edu)**  
**or**  
**Stephanie Maldonado [smaldonado@pa.gov](mailto:smaldonado@pa.gov)**



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**Thank you...**



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