

Building Opportunities for Immigrant Families: The Role for Community Action Agencies

Register Today!



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TRANSFORMATION STORIES

MARCH 13, 2019

Webinar Wednesday Event

THE PROMISE OF COMMUNITY ACTION

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.

COMMUNITY ACTION PARTNERSHIP

THE LEARNING COMMUNITY

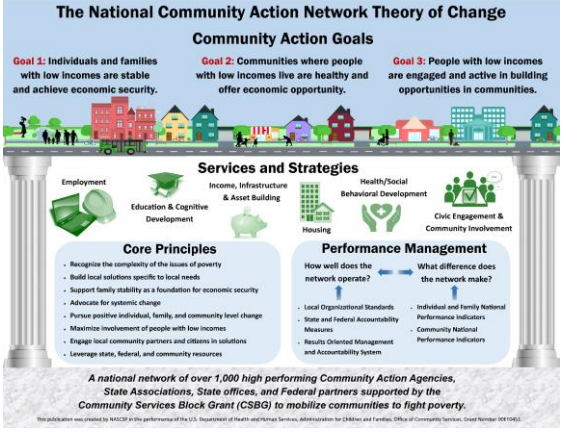
Building Capacity to Increase Impact

***Purpose**: The purpose of the LCRC is to analyze Community Action outcomes and identify effective, promising, and innovative practice models that alleviate the causes and conditions of poverty.*

BUILD CAA CAPACITY TO FIGHT POVERTY!

BIG GOALS







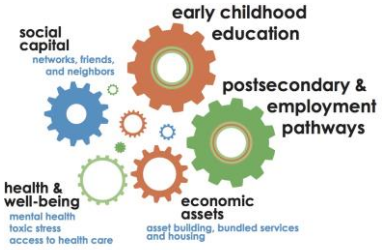


Defining the Whole Family Approach



A Whole Family Approach Meets the Needs of Children and Parents *Together.*

Whole Family Approach Frameworks



Source: Ascend at the Aspen Institute, Two-Generation Playbook



- **An initiative funded by the Annie E. Casey Foundation**
  - ❑ *dedicated to breaking the cycle of intergenerational poverty through whole family approaches in Community Action*
- **Sponsored 10 agencies to participate in an 18-month cohort**



Whole Family Approach At CMCA

We believe that all CMCA Members deserve seamless access to services that move them toward self-sufficiency



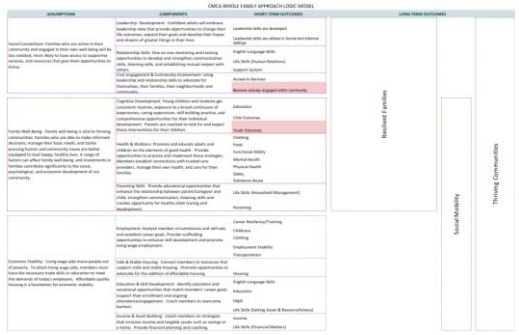
OUR PROCESS Towards WFA

- Strategic Plan
- Community of Practice
- Implementation

Theory of Change



Logic Model



CMCA Milestones

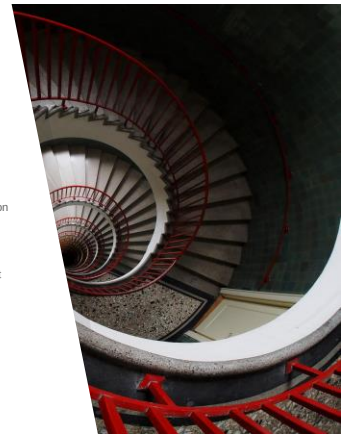
- Intensive 7 months of training family service workers
- Identifying a Family Self-Sufficiency assessment with proven reliability
  - Feeds into measurement of the WFA success through the Logic Model
- Progress towards full agency integration
- WFA implementation in September 2018
- Self-Sufficiency Matrix assessment implemented
  - Will have 1 year of impact data in June 2019
- Piloting a Data Governance Toolkit with Annie E. Casey Foundation
  - Guide CMCA towards agency data plan for decision making, data system streamlining
- WFA aligned with ROMA NPIs

CMCA Challenges

- Required systems by funders makes data integration impossible
- WFA caseloads
  - CMCA desires lower caseloads for true relationship development but funding does not allow at this time
  - Due to caseloads, there is less time for community engagement
  - Balancing of responsibilities for staff
- Difficulty engaging HCV families
- Some resistance to change
- Multiple funder regulations is difficult for integration
- Funding
- 1st year of WFA is a gathering/learning year
  - Ambiguous because there is just data collection vs. using for quality improvements
- Engaging members

CMCA Next Steps

- WFA Self Assessment for Impact
  - Quality Improvements
- CMCA Community Assessment
- Feedback from frontline staff
- Continue data collection & analyzation
- Agency Data Plan
- CMCA Member Focus Groups
- Continue funding searches
- Develop publicly facing data
- Continued WFA culture development
- Professional development of staff



CMCA Contacts

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Questions?



COMMUNITY ACTION PARTNERSHIP OF SONOMA COUNTY

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Community Action Partnership of Sonoma County

Our Mission

CAP Sonoma partners with the community to empower low income families through community engagement, health and wellness, education, and financial stability strategies.

Our Vision

CAP Sonoma strives to eliminate poverty and invests in families through partnerships, advocacy, and high-impact programs.

Vía Esperanza Centro de Educación

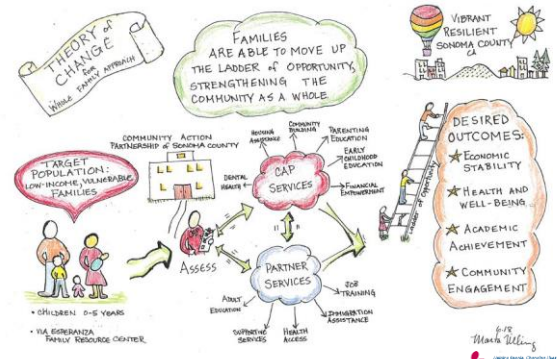
CAP Sonoma's family resource center located in southwest Santa Rosa, which serves the county's most disadvantaged residents, is the setting of our initial implementation of a whole family approach, vis-à-vis the *Mobility Coach Program*.



42.6

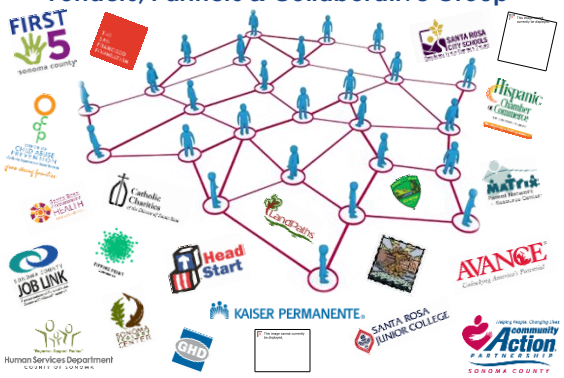
*Percentage of Sonoma County Children in **Poverty** who are **Latino***

Source: U.S. Census Bureau; 2010 Census



Theory of Change

Sonoma County
Funders, Partners & Collaborative Group



Key Milestones & Implementation Advances



Community Action PARTNERSHIP SONOMA COUNTY

Challenges to
Whole-Family Approach Implementation









Community Action PARTNERSHIP SONOMA COUNTY

Ah-ha! Moment



Changes & Outcomes



Key Milestones & Implementation Advances

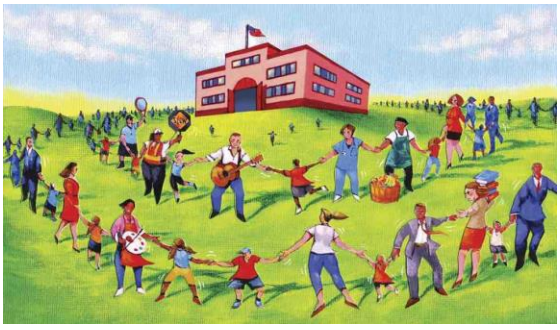




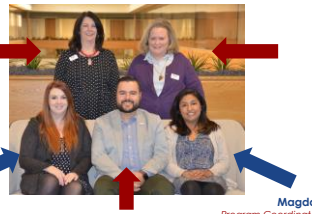
Next Steps

- Implementing economic supports within Head Start (Your Money, Your Goals)
- Expanding Vía Esperanza site work to include Head Start/Early Head Start

Community Action Inspiration



Sonoma County Whole Family Approach COP Team



Dr. Susan Cooper
Executive Director

Marta Tilling
Assistant Director
School Readiness

Mary Watts, MPA
Deputy Director

Michael P. Varela
Program Manager
Vía Esperanza Centro de Educación

Magdalena Mendoza
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Let's connect!

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QUESTIONS?



METROPOLITAN ACTION COMMISSION

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Metro Action Commission

MAC 4 Jobs

Making A Change For Jobs

Our Workforce Development Initiative for Head Start and Early Head Start families and Students of our Adult Education Program.

- Child Development Associate Certificate (CDA)
- CompTIA A+ Certification
- ESL Classes
- Adult Education
- Youth Technology Summer Camp
- Father II Father






Metro Action Commission

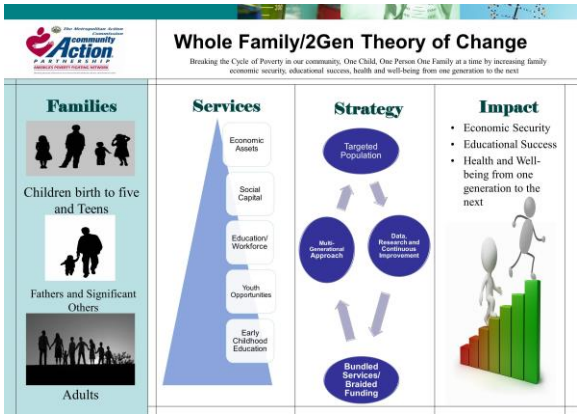
MAC 4 Jobs

Making A Change For Jobs

Approaching our 4th year of our **Metropolitan Action Commission Summer Youth Technology Camp**, we have exposed nearly 80 young people to the Information Technology Industry,





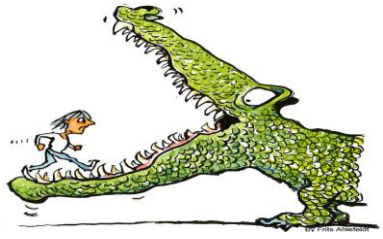



Key Milestones

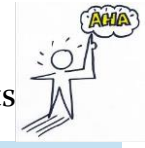


Dismantling Silos → Mission Focus/Culture Change → Impact Driven

Challenges and Barriers



Several Ah-Ha! Moments



- Must have the courage to say goodbye to good people who don't want to move along
- Agency began to see real traction in helping parents get our of poverty
- Correlational study that showed improvement over three years in child outcomes and parent engagement

What changed?



- State of Tennessee allowed more flexible use of funding
- Teams begin process with collaboration
- Restructured budget-Human Resources, Facility usage around a 2 GEN/Whole Family Model
- Increased agency-wide training



Metro Action Commission

MAC 4 Jobs

Making A Change For Jobs

Momina Ahmed, former Early Head Start parent and graduate of the Metropolitan Action Commission **CompTIA A+ Certification Program**. Completed her Internship with the Nashville Government Information Technology Services Department….She was officially hired in February 2019 with a salary of $47,000/year.



Transformational change is uncomfortable and it doesn't allow me to stay in a safe place.

Dr. Cynthia Croom, Metropolitan Action Commission



- Organization wide capacity building continues
- Increasing the number of partners
- Research study on the model we are using

The Possibilities we see in terms of impact for our families and Communities we serve

Breaking the cycle of poverty in our community-One person, One Child, One Family at a time.

(The Vision of the Metropolitan Action Commission)

How to contact us

- Marvin Cox, Community Services Director (marvin.cox@nashville.gov)
- Lisa McCrady, Special Assistant to the Executive Director (lisa.mccrady@nashville.gov)

Questions?



COMMUNITY ACTION, INC.

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Community Action **Partner Services**

From SILOS to BUNDLES to WHOLE FAMILY APPROACHES



We Fight Poverty



Theory of Change

(Or a terrifying monster)





1. Revision of and Commitment to Mission
2. Guiding Coalition Formation
3. Focus Groups with Low-income People
4. All-Staff Meeting
5. Hiring the Team
6. Getting Funding for Agency-wide Data System
7. Conversations with Key Partners & Prototypes



The Show Must Go On

Resource Intensive

Love of Change

A-ha!

They're as excited as we are! (and)

Now we're ready.





So far...

STAFF MORALE

BOARD ENGAGEMENT

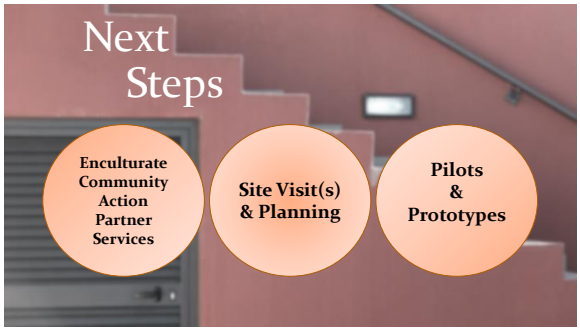
COMMUNITY AWARENESS

Helping People. Changing Lives.

community Action PARTNERSHIP®

WE CAN BE AWESOME!

- VISION
- PASSION
- LEADERSHIP
- PERSISTANCE





Questions?



ENRICHMENT SERVICES PROGRAM, INC.

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Head Start Parent Employment Training

- Customized training program
- Community partnerships
- Designed around Head Start hours
- Addressing parent's barriers
- Paid internship
- Ongoing support



Partnerships

Enrichment Services Program, Inc. A Community Action Agency

LIHEAP Low-Income Home Energy Assistance Program

COLUMBUS TECHNICAL COLLEGE

goodwill

Community Action Partnership



- Leadership focus on integration of services
- Eliminate silos
- Bundling services to improve outcomes LCG 2015 - 2017

ROUND TABLE DISCUSSIONS



Community Action Partnership



Design services/programs around family needs to help make them stronger

1



Listen!

2



Brainstorm!

3



Recruit!



Challenges & Barriers

- Transportation
- Support system
- Self-confidence





Training for program leaders and case management staff on
Family-Centered Coaching and
Trauma Informed Care.

Ah-ha Moment!



We had everything we needed to get started!

What changed?

- **Engagement – staff & customers**
- **Positive communication**
- **Relationships**



Success!





Create your own opportunities

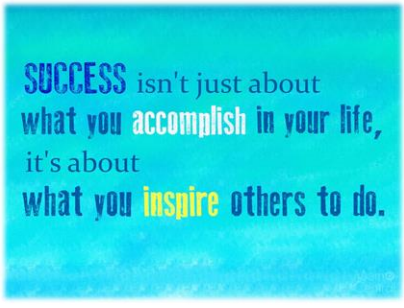






Next Steps

- **Continued round table discussions**
- **Explore a "whole family" Head Start Center**
- **Second cohort of students**



How to contact us

- Jamie Thomas, Director of Community Services (jaustin@espheadstart.org)
- Angel Walker, Community Services Program Manager (AWalker@espheadstart.org)

Questions?





March 20th: Social Enterprise Organizations: Innovative Strategies to Promote Self Sufficiency

March 27th: Meeting Families Where They Dream: Family-Driven Success Stories in Community Action

https://communityactionpartnership.com/events/category/webinars/



Building Opportunities for Immigrant Families: The Role for Community Action Agencies

Register Today!

2019 Annual Convention

Chicago, IL



PLEASE OFFER YOUR FEEDBACK

https://www.surveymonkey.com/r/WholeFamilyTransformation

FOR MORE INFO

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