Applying the Whole Family Approach Lens to Human Capacity Building

Tiffney Marley, CCAP, NCRT
Vice President, Practice Transformation
National Community Action Partnership
Born and raised in rural NC

About Me…

CAA Services Recipient to Leading National CAA Network Transformation
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.
Why Are We Here Today?

Community Action believes in the promise that every family should have access to the opportunity for success.
Our Children Are Our Future

- About 16% or 12 million children live in poverty (SPM)
- Our youngest children are our poorest
- 60% of poor children live in small cities, suburbs, and rural towns
- 2 in 3 poor children in related families live with an adult who works

“WE ARE THE POOR, WE ARE THE CHILDREN...!”

Children’s Defense Fund, Ending Child Poverty Now
Economic and Socially Dangerous

• Every year we leave millions of children in poverty costs our nation about $700 billion in lost productivity and increased health and crime costs

• 3 of the richest men in America hold more of our nation’s wealth than the bottom half of our population of 327 million people.
Growing Up In Poverty

“Growing up in poverty undermines healthy child development and can perpetuate negative impacts for a lifespan.”
Our Future

The future social and economic security for all of us is at stake...
What do you want for parents and children in the future? What would be different for the families and in the community?
Accelerating Social and Economic Mobility

• Achieving our vision will require accelerating social and economic mobility beyond anything we have done before.

• The vision many of us aspire to requires deeper engagement with families, being data driven, person-centered, attention to racial equity, innovation, and achieving greater impact.
Starting with the Human Capacity
Community Action leaders should start with a frame that focuses neither on delivery nor on disruption, but on human capacity.
Human Capacity

The idea that people grow and change over their lives, in an ongoing process shaped by environments and experiences (Human Development).
We have a role and a stake in ensuring that the vital conditions for optimal development are available to all, not just some, across the various stages of development.
Human Capacity

Everyone has value and given the right conditions, they have the ability to live up to their fullest potential.
Human Capacity

“When we support well-being, we make sure that everyone can reach their full potential and contribute to our communities. Maximizing people’s potential helps our communities thrive.”
The Whole Family Approach Lens

... building the well-being of children and the adults in their lives together, resulting in stronger and better lives for both generations
The Whole Family Approach Lens

Families have the potential to grow and change
Understanding the 2Gen/WFA
2Gen/WF Approach Characteristics

• Family goals shared across programs
• Goals include outcomes for children, parents, and family
• Alignment of a suite of services for families that respond to their unique needs across a number of domains
• Easier access to services
• High quality, intensive, intentional parent and child services at the same time
Ascend 2Gen Continuum

CHILD-FOCUSED

CHILD-FOCUSED WITH PARENT ELEMENTS
e.g., early childhood development, parenting skills, family literacy, and health screenings

WHOLE FAMILY

PARENT-FOCUSED WITH CHILD ELEMENTS
e.g., child care, workforce programs, food and nutrition, and supports for student parents

PARENT-FOCUSED

ASCEND
THE ASPEN INSTITUTE
This graphic illustrates, in very broad terms, the 2Gen theory of change: a family forms and together all members draw on education, economic supports, social capital, and health and well-being. When this occurs, current and successive generations enjoy economic security and stability.
Aspen Ascend Theory of Change

- **Social Capital**
  - peer and family networks
  - coaching
  - cohort strategies

- **Early Childhood Education**
  - Head Start
  - Early Head Start
  - child care partnerships
  - preK
  - home visiting

- **Postsecondary & Employment Pathways**
  - community college
  - training and certification
  - workforce partnerships

- **Health & Well-being**
  - mental, physical, and behavioral health coverage and access to care
  - adverse childhood experiences
  - toxic stress

- **Economic Assets**
  - asset building
  - housing and public supports
  - financial capacity
  - transportation
North Star Measures

Parents
- Achieve a family supporting wage
- Education level increase
- Have support network
- Manage stress and create healthy home environment

Children/Youth
- 5-year old's are ready for kindergarten
- Performing on grade level in reading and math
- Graduate High School
- Increase post-secondary education or training

Family
- Parents and children are engaged in the community
- Healthy relationship between parents and children
- Cycle of poverty is broken

Community
- Community has an ecosystem of partners that work together to support young families and children
Tools and Resources

How CAAs are Making the Shift to a Whole Family Approach
CAA Peers Leading the Way

• CAP Tulsa
• Garrett County Community Action Committee
• Rural IMPACT
  – 6 CAAs
• Whole Family Approach Community of Practice
  – 10 CAAs
• Whole Family Approach Learning Community Group Members
  – 16 CAAs
• Implementing Innovative Practices
  – 5 CAAs
Design Plan

• Support for completing components necessary to design a whole family approach
• Establish clear vision and results
• Identify internal and external partners
• Plan and implement activities to engage customer voice
• Develop information for theory of change and logic model
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Whole Family Approach
Building Blocks

- Securing Funding and Other Resources
- Building and Using Leadership
- Attending to Organizational Culture and Systems
- Aligning High Quality, Intentional, Intensive Services to Parents & Children
- Understanding System, and Policy Change That Supports Parents and Children
- Parent and Child Service Integration
- Engaging Family Voices

Internal & External Aspects
Building Block Resources

- **Building Blocks for CAAs Shifting to a Whole Family Approach**

Examples for each building block are not exhaustive, but we have attempted to list major areas for consideration.

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<th>Inside the CAA</th>
<th>Beyond the CAA With Partners</th>
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| Engaging Family Voices | • Seek and Listen to Customer Voices  
• Engagement of Customers in Program Design | • Connecting with Families New to CAA  
• Including Families in Coalitions/Collaborations with Partners |
| Aligning High Quality, Intentional, Intensive Services to Parents and Children | • Early Childhood Education  
• Postsecondary & Employment Pathways  
• Health & Well-Being  
• Economic Supports  
• Social Capital  
• Executive Functioning  
• Parenting | • Engagement of Partners to Provide Full Range of Aligned Services for Parents and Children |

Resources:
- Engaging Parents and Developing Leaders, A Self-Assessment and Planning Tool for Nonprofits and Schools, Annie E. Casey
- Creating Solutions Together, Design Thinking, The Office of Family Assistance and 3 Grantees, Administration for Children and Families
- Two-Generation Playbook, Aspen Ascend
- Exploration of Integrated Approaches to Support Child Development and Improved Family Economic Security, OPRE Report, ACF, HHS
- Serving Immigrant Families Through Two Generation Programs, Migration Policy Institute
- Investing In Innovation, Reflections on the Families Economic Success: Early Childhood Pilots, Annie E. Casey Foundation
- Resources: Advancing Two Generation Approaches: Developing an Infrastructure To Address Parent and Child Needs Together, Annie E. Casey Foundation
Resources

• Racial Equity
  – Racial Equity and the Whole Family Approach
  – Bridging to Equity: Developing a Community Approach to Equity

• Organizational Change
  – WFA Building Blocks: Attending to Organizational Culture and Systems Change

• Partnership Resource Library: On the Website
Family Centered Coaching

• Utilizing Family Centered Coaching for Client Success

• The Prosperity Agenda
  – Family Centered Coaching
2Gen Approach Resources

Aspen Ascend

- Making Tomorrow Better Together
- 2Gen Outcomes Bank
- 2Gen Toolbox
- 101 Trying on a 2Gen Approach
- 201 2Gen Action Plan
- 301 Community Guide to 2Gen Approaches
Staff Contact Info

Tiffney Marley, CCAP, NCRT

Vice President, Practice Transformation

– tmarley@communityactionpartnership.com