Leading Through Innovation

featuring

Central Missouri Community Action

Webinar Wednesday
May 6, 2020

Helping People. Changing Lives.
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PARTNERSHIP
AMERICA'S POVERTY FIGHTING NETWORK



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.

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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!

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WHOLE FAMILY APPROACH TEAM



TIFFNEY MARLEY



JEANNIE CHAFFIN



RENETTA DAVIS-ARMSTRONG



LIL DUPREE



HYACINTH MCKINLEY



AIMEE ROBERGE

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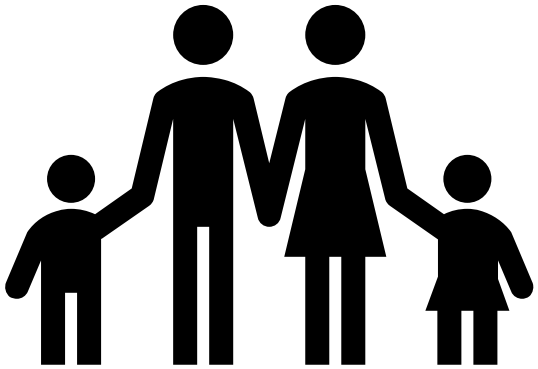
COMMUNITY ACTION ECONOMIC MOBILITY INITIATIVE

- **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**

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Why A Whole Family Approach?



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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



Children's Defense Fund, Ending Child Poverty Now

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Race and Poverty

"While projected to be the majority by 2043, children of color are disproportionately impacted by poverty, resulting in the lack of access to the opportunities, resources, and support they need to thrive…"

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Growing Up In Poverty

"Growing up in poverty undermines healthy child development and can perpetuate negative impacts for a lifespan."

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Economic and Social Risk

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

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Our Future

The future social and economic security for all of us is at stake…

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Vision

- Results beyond anything achieved before
  - "**Meeting Families where they dream**…"
  - Maximizing people's potential to contribute to the civic, social, and economic lives of our communities.
  - Producing a legacy of family well-being that passes from one generation to the next.

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Accelerating Social and Economic Mobility

- Achieving this 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, trauma informed, giving attention to racial equity, innovation, and achieving greater impact.

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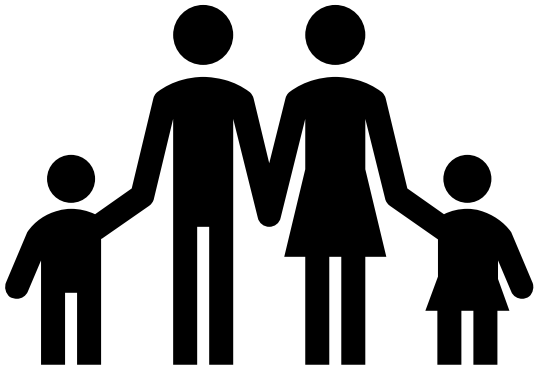
Understanding the 2Gen/WFA

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Whole Family/2 Gen Approach Defined

Building family well-being by working with children and the adults in their lives together

Results: Efficiency is improved and outcomes are enhanced for parents, children, families, and communities



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The Whole Family Approach Lens

- Families have the potential to grow and change
- Providing integrated, high-quality, intentional supports to parents and children at the same time through a Whole Family Approach has the potential to improve both parent and child social and economic well-being producing a legacy of family well-being that passes from one generation to the next.

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New Brain Science- Young Parents

- Another window of brain development
- This is a moment in time to maximize investment-feeding directly into a two-gen framework
- “People change, brains change. Inequity is not inevitability.”
  - Dr. Sarah E. Watamura, Stress Early Experience and Development Research Center, University of Denver, Ascend Fellow



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New Brain Science- Young Parents

Parenting Changes Your Brain!



Neural Changes in Support of Parenting



- Work from animal models and human mothers and fathers reveals major structural and important functional neural changes that:
  - Change the way stress is handled
  - Promote positive emotions and bonding
  - Increase parental motivation
  - Promote caregiving behaviors



Pilyoung Kim, Ph.D.

- Changes have been documented in the reward circuit, the emotion regulation circuit and the social information processing circuit

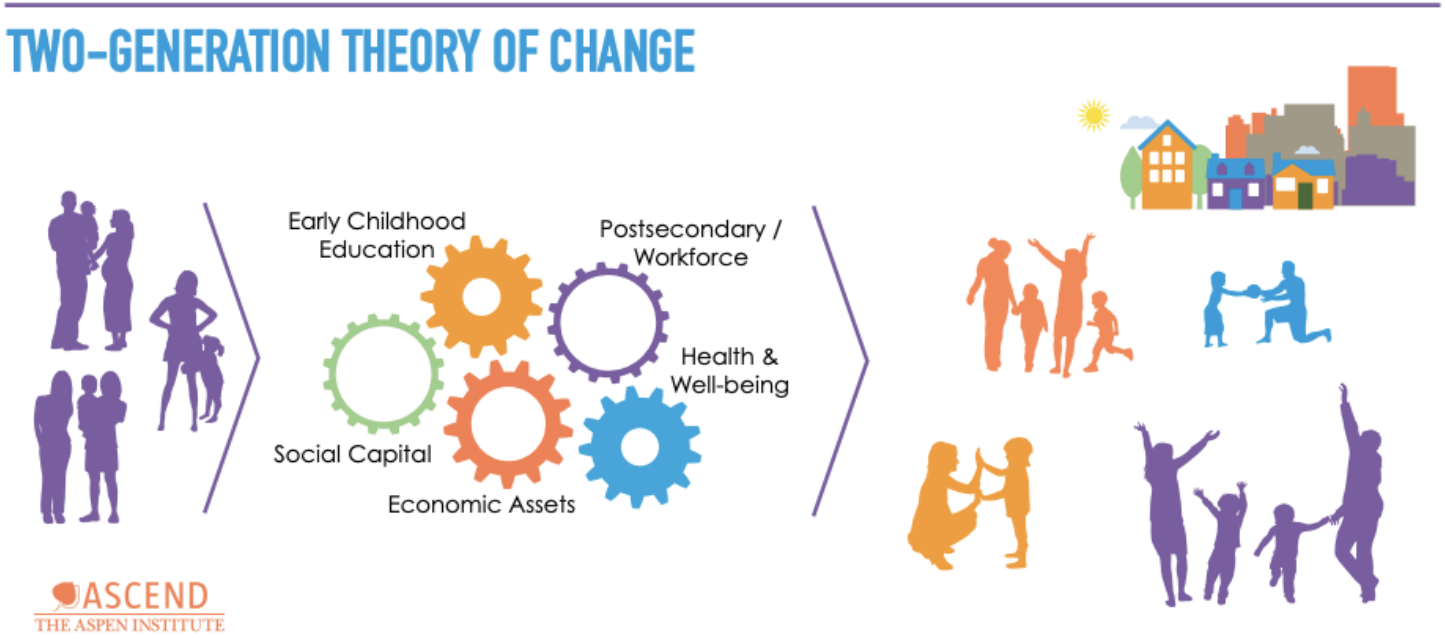
SEED | Stress Early Experience & Development Research Center

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Ascend 2Gen Continuum

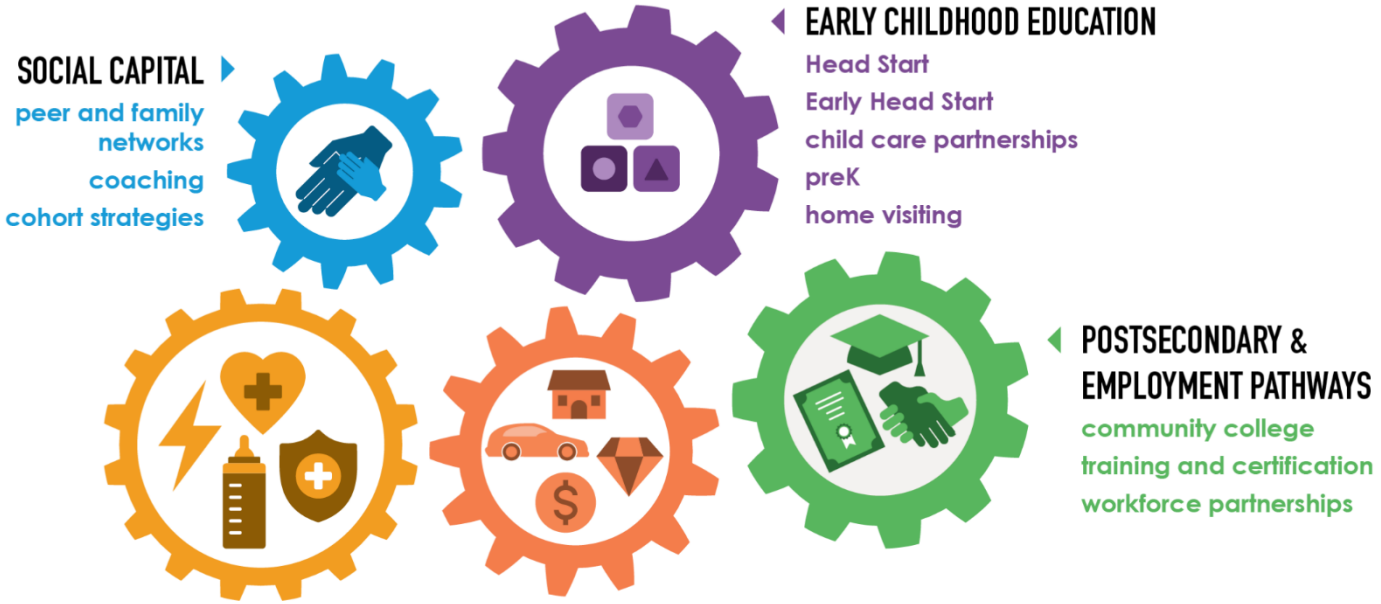


Aspen Ascend Theory of Change



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



ASCEND
THE ASPEN INSTITUTE

2Gen/WF Approach Characteristics

- **Center on families—**Experts and Co-designers
- **Integrate services—**Alignment of Intentional, High Quality, and High Intensity Supports, Systems and Funding
- **Remove barriers—**Access, Remove, Repeat
- **Coach—**Shift from Case Management
- **Partner—**Creative Internal and Community Collaborations
- **Center in equity, particularly, racial equity—**Practices and Policies that Build Opportunities For Everyone
- **Measure child, parent, and family outcomes**

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Why 2Gen/Whole Family Approach?

There is a 13% **return on investment in high-quality early childhood for each year of a child's life.** And a college degree doubles a parent's income.

—James Heckman, Economist

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Leading Through Innovation

Webinar Series

Join us February – May to hear from Community Action experts as they share how their pursuit of a Whole Family Approach has inspired and required innovation within their agencies

Featured Participants will include:

- *MAHUBE-OTWA Community Action*
- *Wayne Metro Community Action*
- *Enrichment Services Program, Inc.*
- *Aroostook Community Action Program*
- *Central Missouri Community Action*
- *Metro Action Commission*

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Leading Through Innovation

Whole Family Approach at Central Missouri Community Action

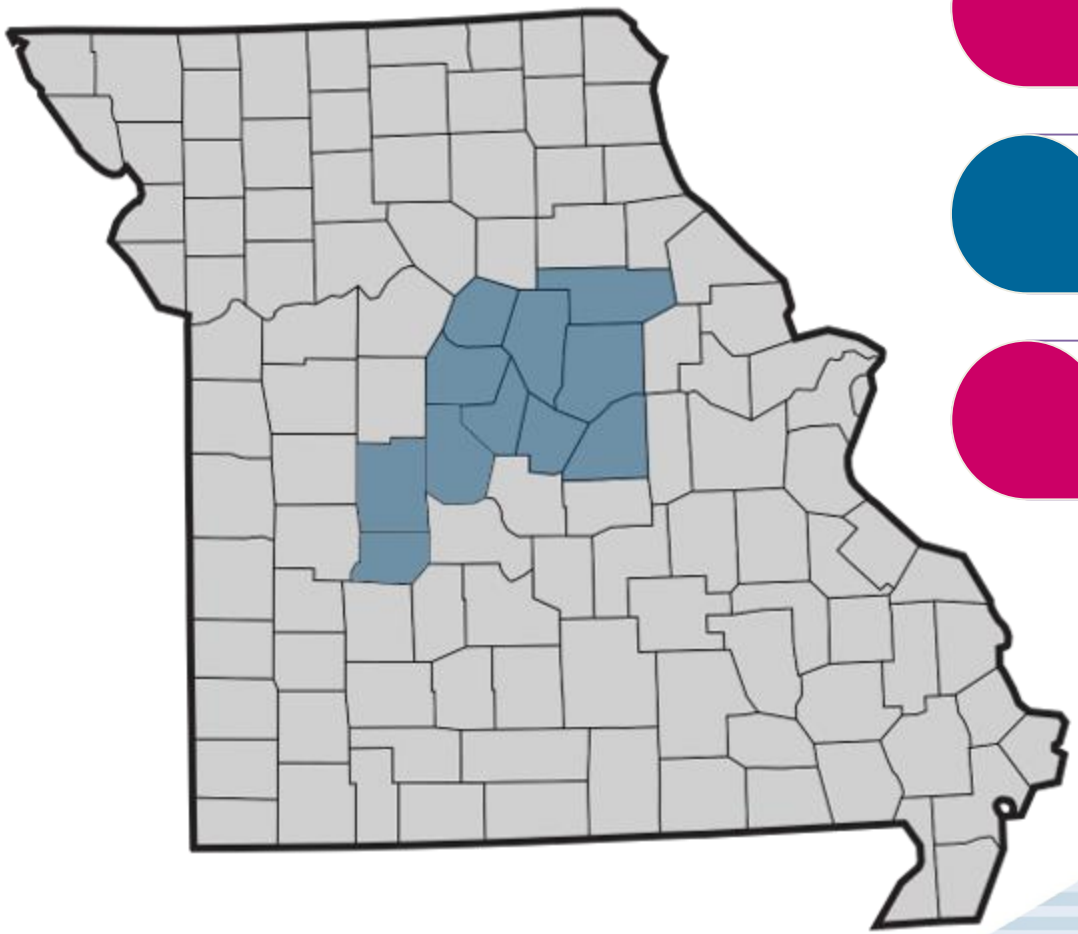
May 6, 2020

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www.cmca.us

A little about CMCA for context . . .



Total population: 381,142

56,817 people living in poverty

24,856 children living in poverty

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CMCA Programs

Community Organizing

- Poverty Simulations
- REALL Simulation
- Step Up to Leadership

Energy Assistance & Weatherization

Foster Grandparent Program (FGP)

Missouri Women's Business Center (MoWBC)

Child Development

- Early Head Start (EHS)
- Head Start (HS)
- BRIDGE - K-2nd grade

Housing

- Housing Choice Voucher
- Housing Development and Management
- USDA Direct Loan program

Show Me Healthy Relationships

SkillUP

Central Missouri community Action

Quick Stats from CMCA



2019-20 FY BUDGET

$19,753,830



TOTAL CMCA EMPLOYEES

230

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In the beginning . . .

Strategic Plan

Strategic Priority Area 1: Service Integration

Outcome Statement:

Participants will have seamless access to services that move them toward self-sufficiency.

Outcomes:

1) CMCA participants will have seamless access to services that best meet their needs.
2) CMCA staff will be knowledgeable and prepared to connect participants to services that can meet their needs.
3) Families will gain stability.

Initial Planning

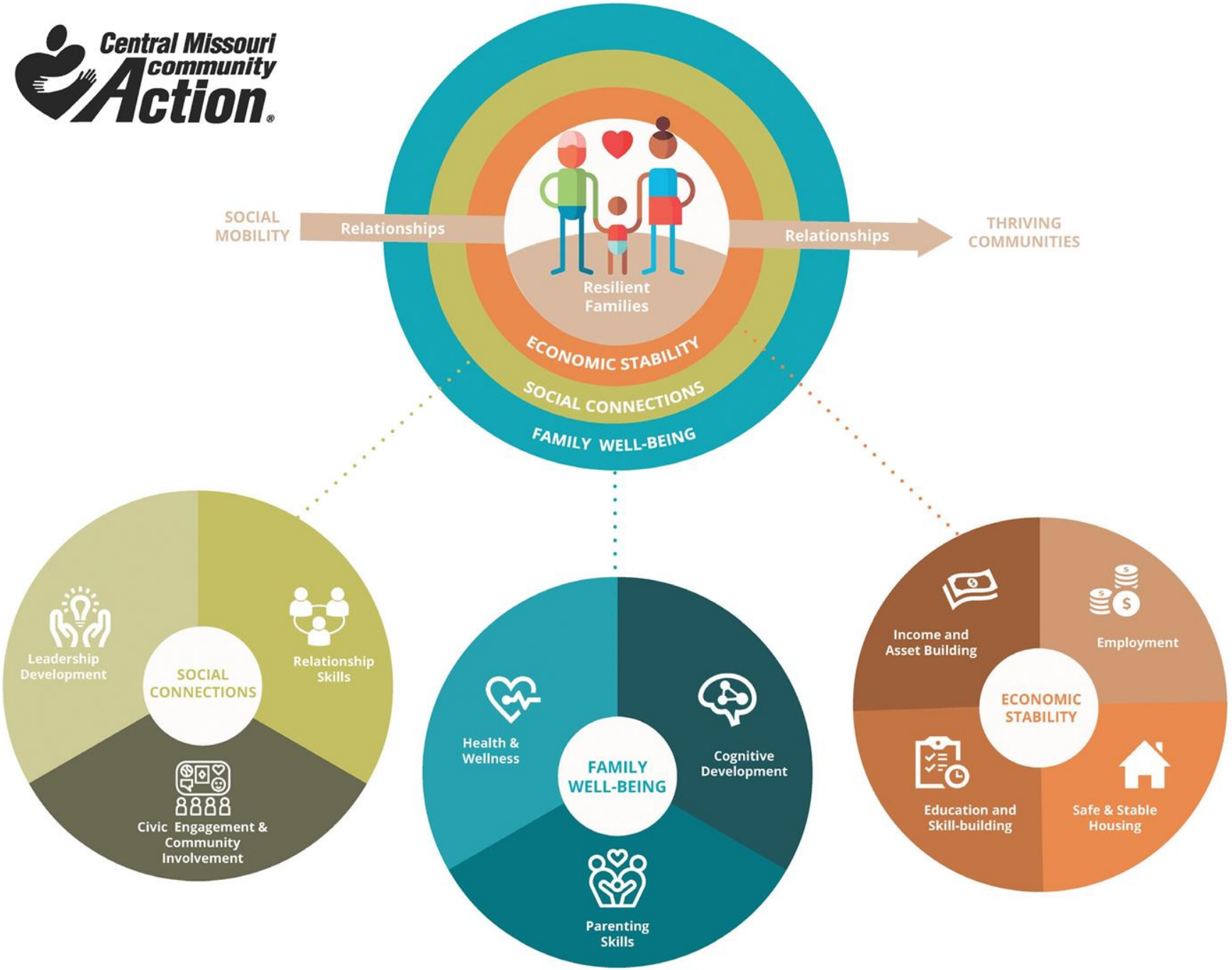
- Revised Job descriptions
- Established training plan
  - Brooke/Tammy
- Hire
- Train
- Hire
- Train
- Train some more



Next level Planning

- Joined CAP Community of Practice 2018
- Theory of Change
- Logic Model
- Self-Sufficiency Matrix
- Data Governance Plan
- Taking Stock
- Consumer Feedback
- Family “Filtering”

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- The BRIDGE
- C.A.R.E.E.R.S
- Community Action Teams
- Community Organizing
- Eat Healthy, Stay Active
- Family Development
- Foster Grandparents
- Getting Ahead
- Head Start/Early Head Start
- Life Skills Classes
- Missouri Women's Business Center
- ShowMe Healthy Relationships
- Step Up to Leadership

- The BRIDGE
- Cover Missouri
- Eat Healthy, Stay Active
- Family Development
- Foster Grandparents
- Head Start/Early Head Start
- Health Literacy
- Housing Choice Voucher
- Housing Development
- iCan
- Life Skills Classes
- ShowMe Healthy Relationships

- C.A.R.E.E.R.S
- Community Organizing
- Cover Missouri
- Energy Efficiency
- Family Development
- Foster Grandparents
- Getting Ahead
- Housing Choice Voucher
- Housing Development
- Life Skills Classes
- Missouri Women's Business Center
- Weatherization

CMCA WHOLE FAMILY APPROACH LOGIC MODEL

ASSUMPTIONS	COMPONENTS	SHORT-TERM OUTCOMES	LONG-TERM OUTCOMES
Social Connections: Families who are active in their community and engaged in their own well-being will be less isolated, more likely to have access to supportive services, and resources that give them opportunities to thrive.	Leadership Development: Confident adults will embrace leadership roles that provide opportunities to change their life outcomes, expand their goals and develop their hopes and dreams of greater things in their lives	Leadership skills are developed Leadership skills are utilized in formal and informal settings	Resilient Families
	Relationship Skills: One on one mentoring and training opportunities to develop and strengthen communication skills, listening skills, and establishing mutual respect with others.	English Language Skills Life Skills (Human Relations) Support System	
	Civic Engagement & Community Involvement: Using leadership and relationship skills to advocate for themselves, their families, their neighborhoods and community.	Access to Services Become actively engaged within community	
Family Well-Being: Family well-being is vital to thriving communities. Families who are able to make informed decisions, manage their basic needs, and tackle pressing human and community issues are better equipped to lead happy, healthy lives. A range of factors can affect family well-being, and investments in families contribute significantly to the social, psychological, and economic development of our community.	Cognitive Development: Young children and students get consistent routines, exposure to a broad continuum of experiences, caring supervision, skill building practice, and comprehensive opportunities for their individual development. Parents are coached to look for and expect these interventions for their children.	Education Child Outcomes Youth Outcomes	Social Mobility
	Health & Wellness: Promote and educate adults and children on the elements of good health. Provide opportunities to practice and implement these strategies. Members establish connections with trusted care providers, manage their own health, and care for their families.	Clothing Food Functional Ability Mental Health Physical Health Safety Substance Abuse	
	Parenting Skills: Provide educational opportunities that enhance the relationship between parent/caregiver and child, strengthen communication, listening skills and creates opportunity for healthy child rearing and development.	Life Skills (Household Management) Parenting	
Economic Stability: Living wage jobs move people out of poverty. To attain living wage jobs, members must have the necessary trade skills or education to meet the demands of today's employers. Affordable quality housing is a foundation for economic stability.	Employment: Analyze member circumstances and skill sets and establish career goals. Provide scaffolding opportunities to enhance skill development and promote living wage employment.	Career Resiliency/Training Childcare Clothing Employment Stability Transportation	Thriving Communities
	Safe & Stable Housing: Connect members to resources that support stafe and stable housing. Promote opportunities to advocate for the addition of affordable housing.	Housing	
	Education & Skill Development: Identify education and vocational opportunities that match members' career goals. Support their enrollment and ongoing attendance/engagement. Coach members to overcome barriers.	English Language Skills Education Legal Life Skills (Setting Goals & Resourcefulness)	
	Income & Asset Building: Coach members on strategies that increase income and tangible assets such as savings or a home. Provide financial planning and coaching.	Income Life Skills (Financial Matters)	

SELF-SUFFICIENCY MATRIX

An Assessment and Measurement Tool Created Through a Collaborative Partnership of the Human Services Community in Snohomish County

Twenty-three measures of self-sufficiency

Access to services	**Career Training**	**Child Care**	**Clothing**
Education	**Employment Stability**	**English language skills**	**Food**
Functional ability	**Housing**	**Income**	**Legal**
Setting Goals & Resourcefulness	**Household Management**	**Human Relations**	**Financial Matters**
Mental Health	**Parenting**	**Physical Health**	**Safety**
Substance abuse	**Support system**	**Transportation**	

Dimensions Benchmarks	Education
Thriving (9-10)	Post-secondary education or specialized training (certificate program, associates, bachelors, masters, doctorate). (10)
Safe (7-8)	Actively pursuing post-secondary education or specialized training (certificate program, associates, bachelors). (8)
Stable (5-6)	High school diploma or GED and functional reading, writing, and/or math skills. (6) High school diploma or GED, but needs improved reading, writing and/or match skills. (5)
	Prevention Line
Vulnerable (3-4)	Does not have a high school diploma or GED, but has basic reading, writing and/or match skills and is working towards a GED or high school diploma. (4) Does not have a high school diploma or GED, but has basic reading, writing, and/or math skills. (3a) Working towards completion of GED or high school diploma to improve basic reading, writing, and/or math skills. (3b)
In-Crisis (0-2)	No GED or high school diploma. (1) Has not learned to read or write. (0)

Data Governance

- Annie E. Casey Data Governance Pilot Project
- Data Parties
- Program Data vs Agency Data
- Had to ask ourselves: What do we want to know?
  - Are individuals/families becoming more self-reliant?
  - Are individuals/families becoming more resilient?
  - Are communities identifying and addressing issues related to poverty?

Tangible Results

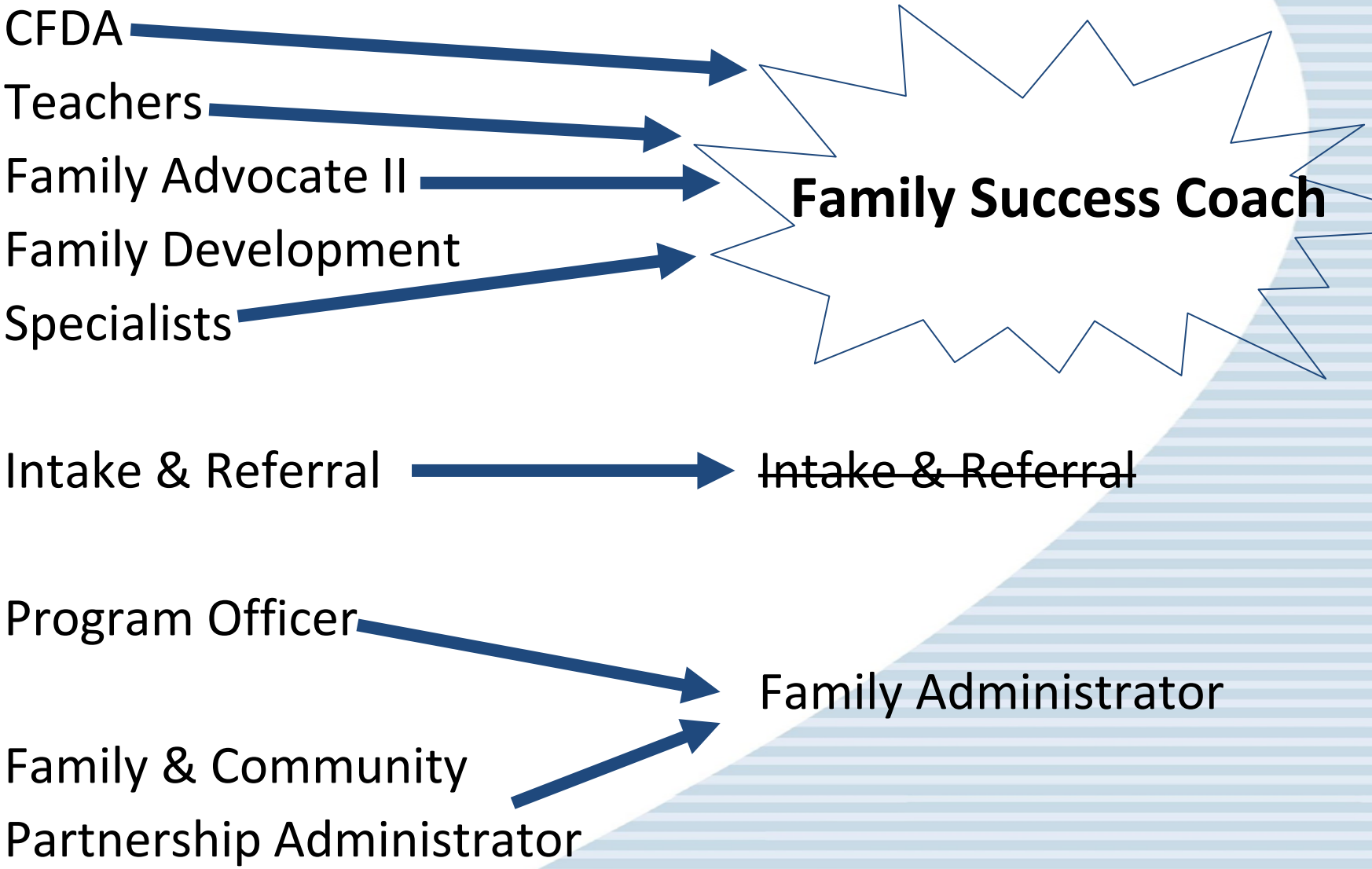


- Agency Culture
- Structural Changes
- Braided Funding
- Program integration
- Outcomes for adults

Agency Culture

- Whole Family as an approach, not a program
- Shriver's Soldiers
- Integration
- How teams work
  - How do employees define themselves?
- Trauma informed

Structural Changes



Braided Funding makes systems . . . *knotted*

CSBG (50%)	SkillUP (25%)	WX (20%)	HS/ EHS (5%)



MIS	MIS/ MOJobs	MIS/ MOWAP	Child Plus

The Whole Family Approach Improves Social Connections for Families



16.43%

increase in relationship skills



21.23%

increase in stable support systems

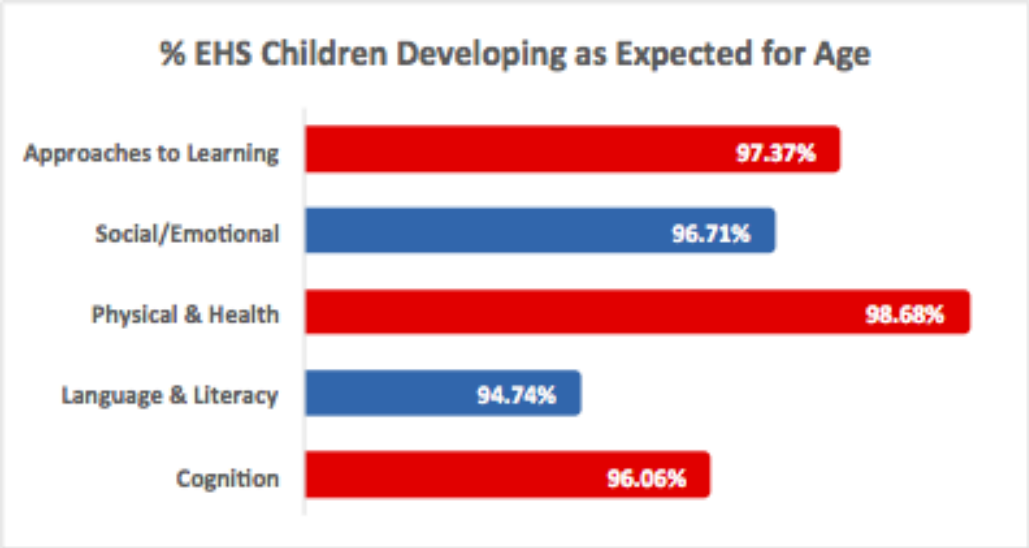


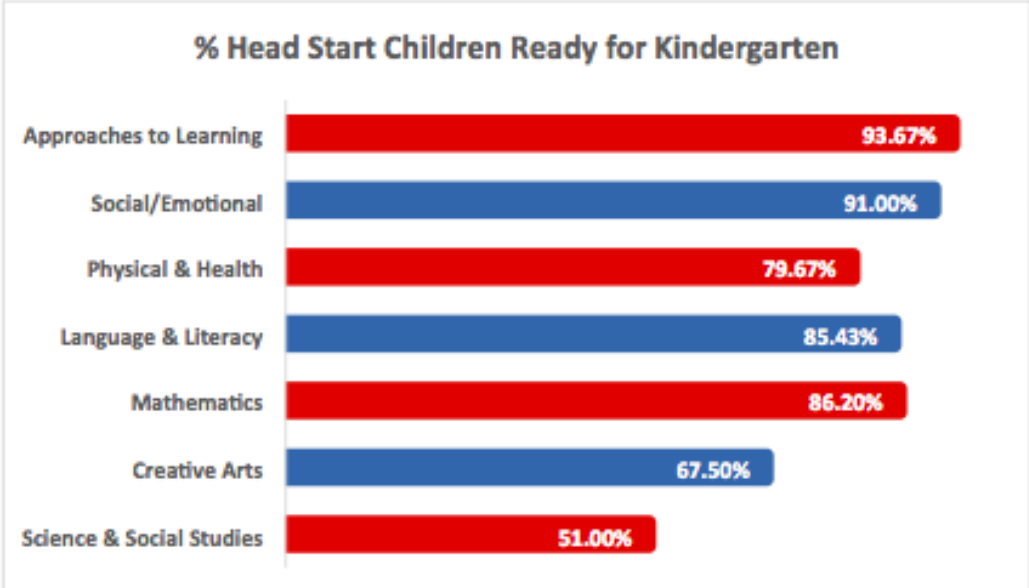
25.34%

increase in finding services

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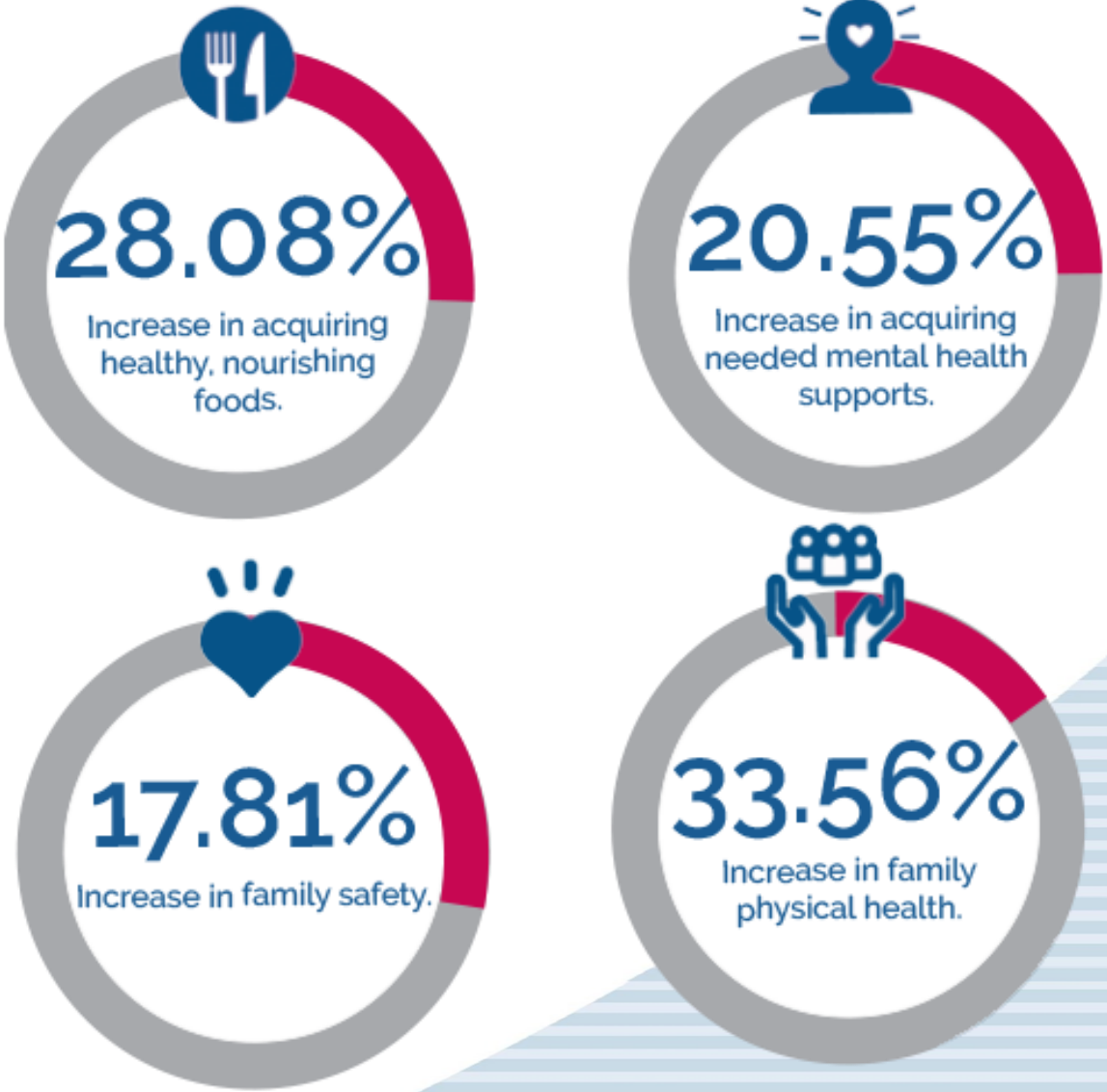
The Whole Family Approach Improves Child Development





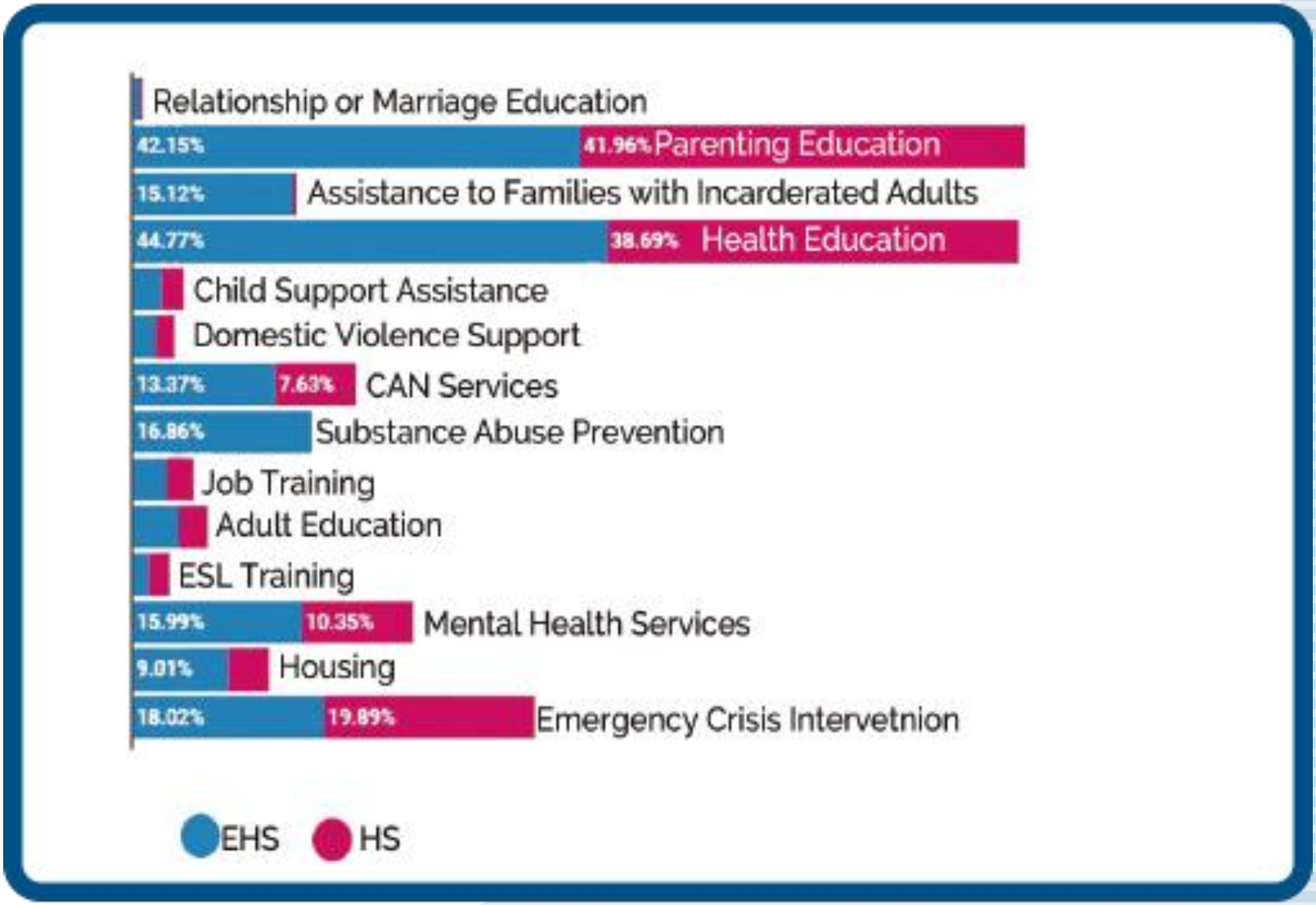
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The Whole Family Approach Ensure That Basic Needs Are Met



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The Whole Family Approach Ensures That Families Receive the Support They Need



The Whole Family Approach Helps Families Build Financial Stability



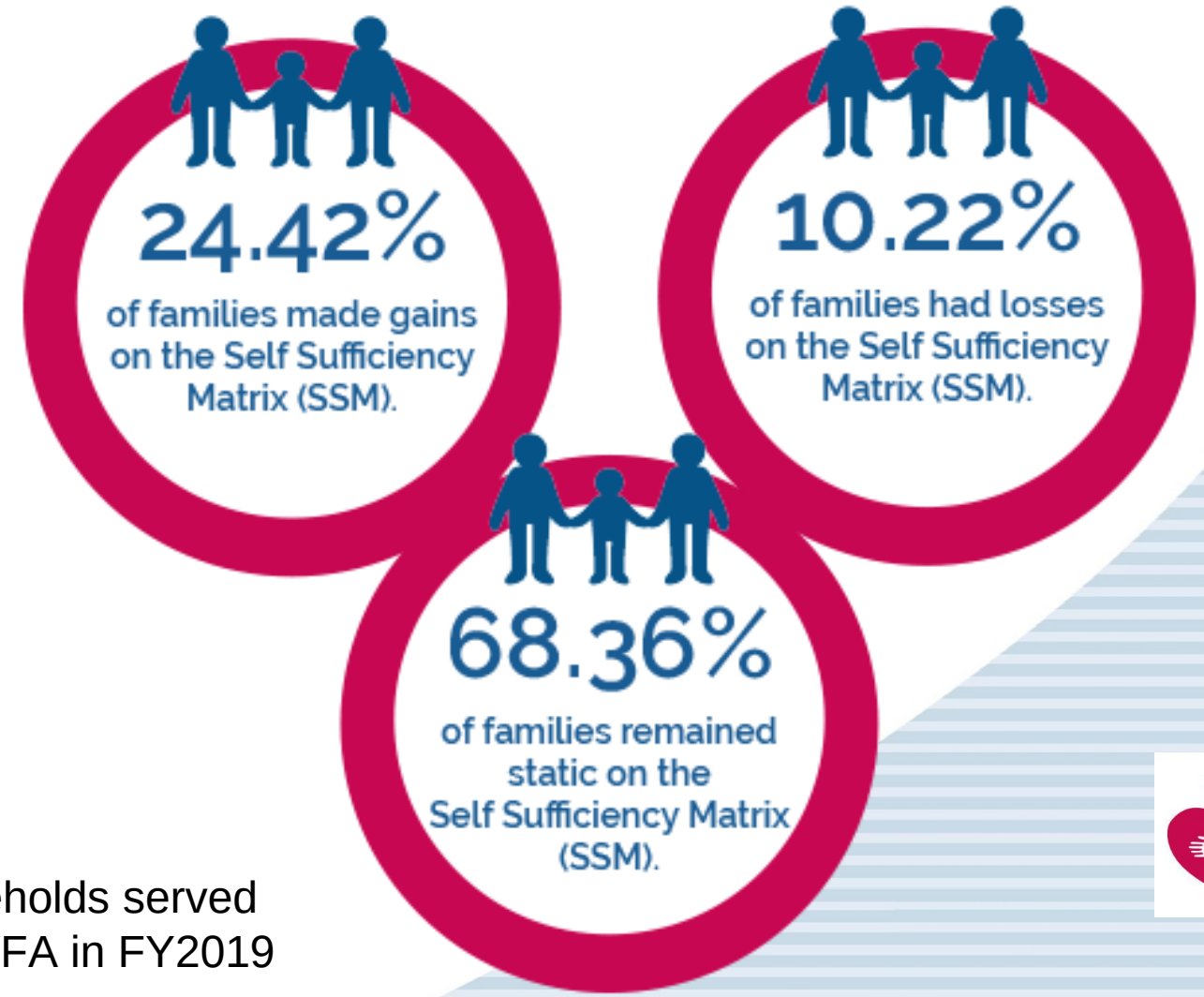






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The Whole Family Approach Has Allowed Families to Become More Self-Sufficient!



326 households served through WFA in FY2019

Central Missouri Community Action

Unanticipated

- Levels of service had to be more fully defined
- Scoring the SSM and inter-rater reliability
- Turnover and re-training
- Data Systems challenges
- Creative tension among our Community of Practice
- Housing Choice Voucher didn’t work . . . yet

Next Steps

- Self assessment
- Apply the data to ongoing intervention
- Financial Opportunity Center
- Member feedback
- Site based supervision
- Expand Whole Family Approach and reduce caseloads
- Sustainable funding
  - ESG grant pending
  - LISC grant for FOC pending
  - Public facing data (dashboards)

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May 13: Delivering Human Services And Workforce Development Remotely
May 20: Conducting A Community Needs Assessment in the New Reality
May 27: Lessons in Trauma Informed Care

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

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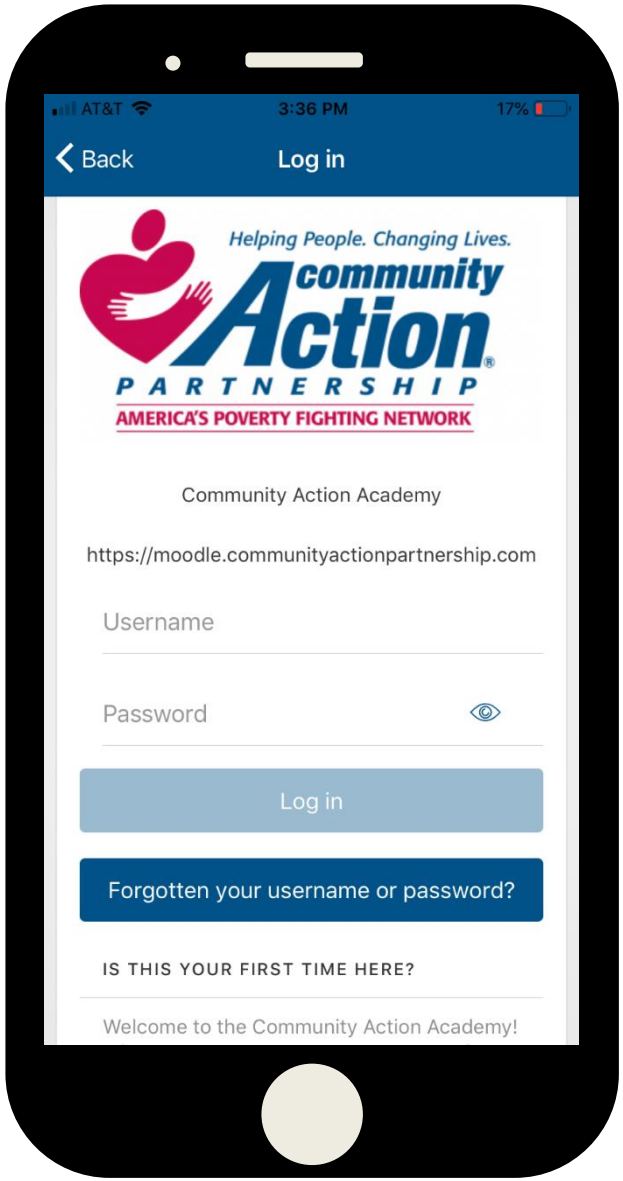
Community Action Academy

Moodle is an online learning platform designed to provide trainers and learners with a single robust, secure, and integrated system to create personalized learning environments. https://moodle.communityactionpartnership.com

Free & Accessible to the entire Community Action Network!

- ✓ On-demand courses, videos & resources
- ✓ Peer Engagement & Virtual Networking
- ✓ Virtual space for Learning Community Groups

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NEW! Mobile App for Community Action Academy

1) Search your **App Store** (Apple) or **Google Play** (Android) for the official moodle app (can simply type "moodle").

2) Once the app is downloaded to device, enter URL: **moodle.communityactionpartnership.com**

3) Login on the Moodle app using your same credentials for Community Action Academy on the computer.

For more information, you can visit this link.

For More Info

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