Whole Family Approach 101: Foundational Concepts

Whole Family Approach Training Series
April 17, 2024

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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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WELCOME & INTRODUCTIONS



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OBJECTIVES

Highlight social & economic mobility as the "north star" of Community Action

Highlight how a Whole Family Approach can accelerate families' social & economic mobility

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Who Is In The Room?

- CAA Executive Leadership
- CAA Middle Management
- CAA Frontline Staff
- Other

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Why Are We Here Today?

Community Action believes in the promise that **every family** should have access to the opportunity for success

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Economic Opportunity Act of 1964

To mobilize the human and financial resources of the Nation to combat poverty in the United States. Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled. That this Act may be cited as the *"Economic Opportunity Act of 1964".*

FINDINGS AND DECLARATION OF PURPOSE

SEC. 2. …The United States can achieve its full **economic and social potential** as a nation only if every individual has the opportunity to contribute to the full extent of his capabilities and to participate in the workings of our society. It is, therefore, the policy of the United States to eliminate the paradox of poverty in the midst of plenty in this Nation…

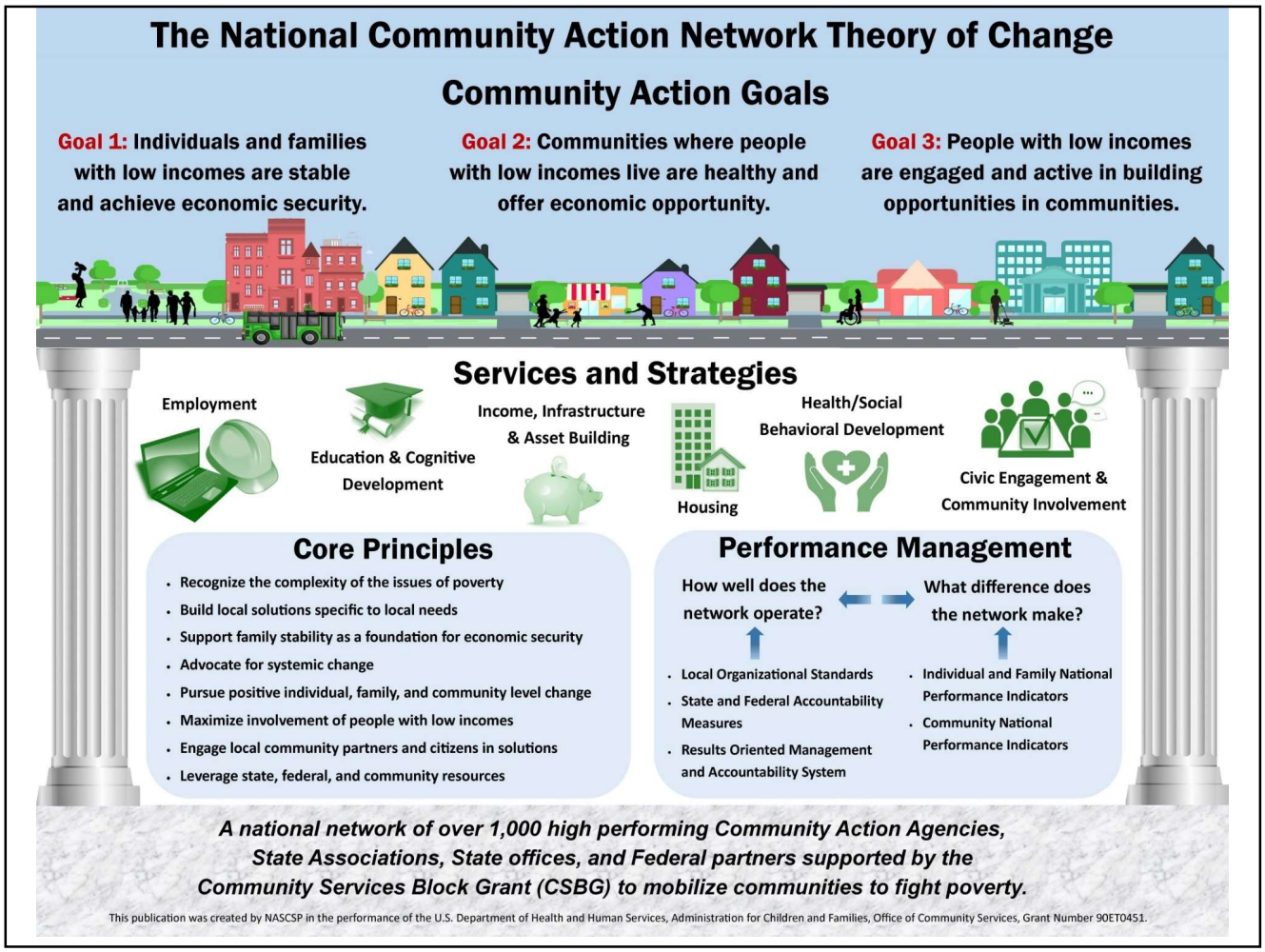
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The Mission of the CAA

The EOA defined the purpose of a CAA:

…to stimulate a **better focusing of all available local, State, private, and Federal resources** upon the goal of enabling low-income families, and low-income individuals of all ages, in rural and urban areas, to attain the skills, knowledge, and motivation to secure the opportunities needed for them to become self-sufficient.

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The National Community Action Network Theory of Change
Community Action Goals
Goal 1: Individuals and families with low incomes are stable and achieve economic security.
Goal 2: Communities where people with low incomes live are healthy and offer economic opportunity.
Goal 3: People with low incomes are engaged and active in building opportunities in communities.
Services and Strategies
Employment
Education & Cognitive Development
Income, Infrastructure & Asset Building
Housing
Health/Social Behavioral Development
Civic Engagement & Community Involvement
Core Principles
Recognize the complexity of the issues of poverty
Build local solutions specific to local needs
Support family stability as a foundation for economic security
Advocate for systemic change
Pursue positive individual, family, and community level change
Maximize involvement of people with low incomes
Engage local community partners and citizens in solutions
Leverage state, federal, and community resources
Performance Management
How well does the network operate?
What difference does the network make?
Local Organizational Standards
State and Federal Accountability Measures
Results Oriented Management and Accountability System
Individual and Family National Performance Indicators
Community National Performance Indicators
A national network of over 1,000 high performing Community Action Agencies, State Associations, State offices, and Federal partners supported by the Community Services Block Grant (CSBG) to mobilize communities to fight poverty.
This publication was created by NASCSP in the performance of the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Community Services, Grant Number 90ET0451.

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Social & Economic Mobility Defined

Economic mobility is the ability of an individual, family, or some other group to improve their economic status – usually measured in income, but also potentially including other assets and resources.

Social mobility is the movement of individuals, families, and households between social strata. It relates to being valued in the community and having equitable, sustained access to power and autonomy.



-Kresge Foundation

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Social & Economic Mobility Defined

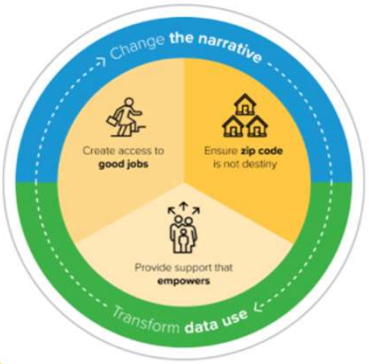
Economic success:
Having rising income and assets.

Power and autonomy: Having control over one's life, the ability to make choices, and the collective capacity to influence larger policies and actions that affect one's future.

Being valued in community: Feeling the respect, dignity, and sense of belonging that come from contributing to one's community.



- Change the narrative.
- Create access to good jobs.
- Ensure zip code is not destiny.
- Provide support that empowers.
- Transform data use.



US PARTNERSHIP ON MOBILITY FROM POVERTY

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SEM Connects to The North Star for WFA

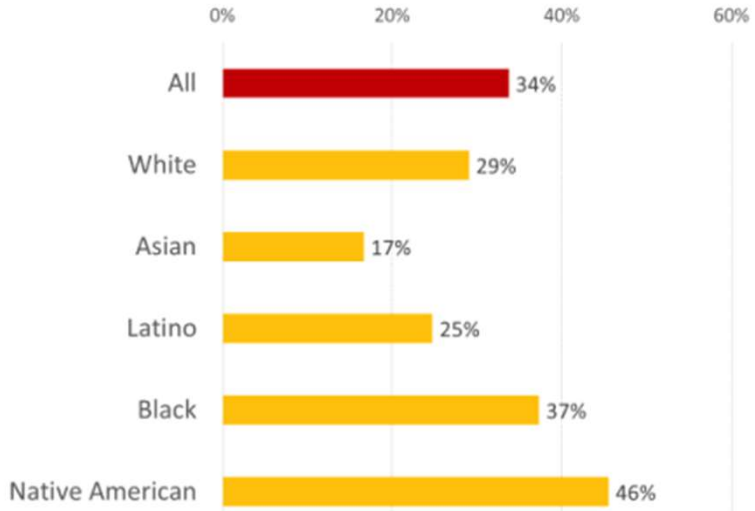
THE North Star for Families:

- Breaking the cycle of poverty from one generation to the next
- Creating a legacy of well-being from one generation to the next

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The Need to Unleash New Potential

Intergenerational Persistence of Low-Income Status
by Racial and Ethnic Status



Reducing Intergenerational Poverty 2023, Consensus Study Report, National Academies Sciences, Engineering, and Medicine

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Economic Insecurity Is Widespread, But Families Move In and Out of Poverty

(Drake, 2014)
(Cellini, 2008)
(Mistry, 2002)
(Han, 2021)

Economic insecurity is widespread

- **Almost 50% of American families** with young children are at risk of poverty before their child enters kindergarten
- **More than 50% of all Americans** will spend a year in poverty *(by age 65)*
- **84% of all Black Americans** will spend a year in poverty *(by age 65)*

Families move in and out of poverty over time

- **Almost 50%** of those who become poor are out of poverty a year later
- **But more than 50% of those who previously left poverty will return to poverty within 5 years**

THE VOLATILITY AND TURBULENCE CREATED BY ENTERING & LEAVING POVERTY MAY CREATE SERIOUS STRESS FOR PARENTS AND IMPACT PARENTING

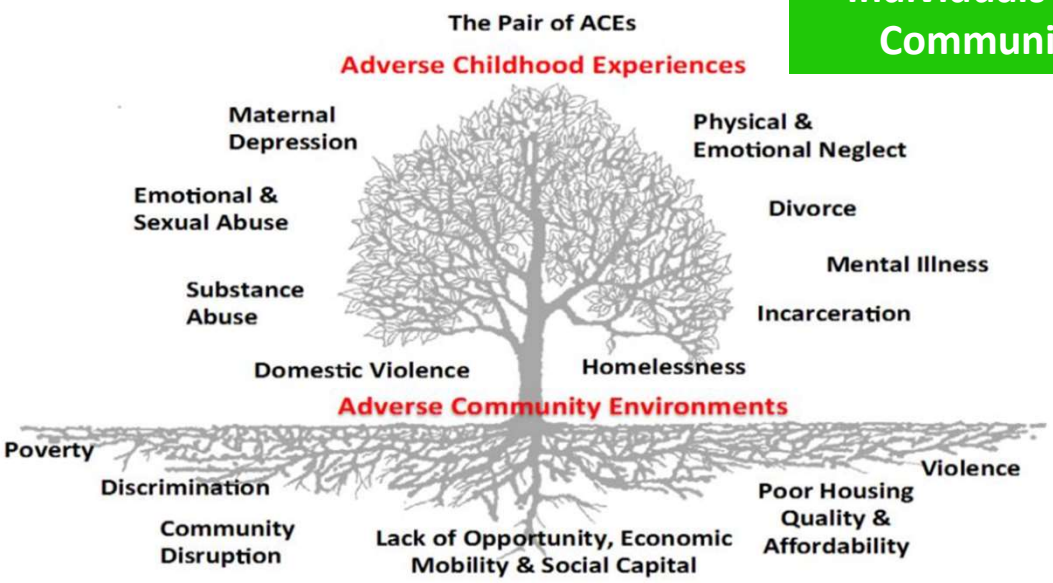
Resource: From Chapin Hall, Child and Family Well-being System: Economic and Concreate Supports as a Core Component

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Environments and Experiences

Individuals and Community



Ellis, W., Dietz, W. (2017) A New Framework for Addressing Adverse Childhood and Community Experiences: The Building Community Resilience (BCR) Model. Academic Pediatrics. 17 (2017) pp. S86-S93. DOI information: 10.1016/j.acap.2016.12.011

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Environments and Experiences

Individuals and Community



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Child Poverty

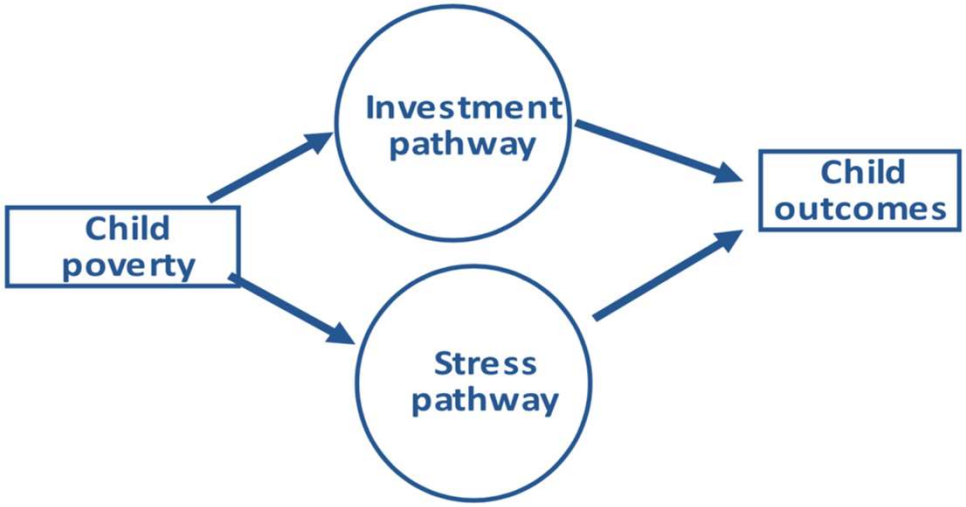


FIGURE 3-1 Hypothesized Pathways by Which Child Poverty Affects Child Outcomes.
SOURCE: Created by the Committee on Building an Agenda to Reduce the Number of Children in Poverty by Half in 10 Years.

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We must consider the importance of limiting the amount of time a child spends in poverty especially in their early childhood years.



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Research Shows

Research shows that supporting children and their caregivers together has an outsize impact for generations

- A college degree **doubles** a parent's income. (Kominski, 2011)
- A $3,000 increase during early childhood yields a **17% increase** in adult earnings. (Duncan & Magnuson, 2011)
- The brains of new parents undergo **major changes**. (Phu, Erhart, Kim, & Watamura, 2020)
- Research demonstrates a **13% ROI** in high quality early childhood education. (Heckman, 2016)
- Parents with health insurance are **more likely to seek care** for their children. (Rosenbaum & Whittington, 2007)
- Predictable, monthly unconditional cash aid given to low-income families may **increase infant brain activity**. (Troller-Renfree et al. 2022)

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Accelerating Impact…

This requires deeper engagement with families, being data driven & person-centered, a deep grounding in equity (starting with racial equity), addressing other community factors, and a commitment to innovation.

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WHERE THEY DREAM
WHOLE
FAMILY APPROACH
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How Much Do You Know About WFA?

- I am very familiar.
- I am somewhat familiar.
- I am not familiar.
- Other

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What is WFA?

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Serving Children and Parents/Caretakers



FOUNDATION FOR CHILD DEVELOPMENT

CAP Tulsa

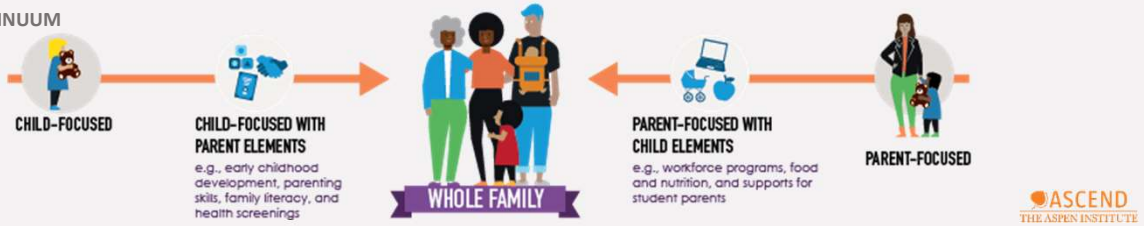
1965	1990s	2000s
Head Start	Two-Generation 1.0	Two-Generation 2.0

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Whole Family Approach Concepts

The 2Gen Continuum



The Six Key Components of Two-Generation Approaches

Two-generation approaches (2Gen) build family well-being by intentionally and simultaneously working with children and the adults in their lives together.

Early Childhood Education
- Head Start
- Early Head Start
- child care partnerships
- preK
- home visiting
- Family, Friend, and Neighbor Care (FFN)

K-12
- kindergarten ready
- 3rd grade reading skills
- parent engagement
- graduation and postsecondary prep

Postsecondary & Employment Pathways
- community college
- training and credentials
- workforce partnerships
- employer partnerships

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

Health, Including Mental Health
- mental, physical, and behavioral health
- coverage and access to care
- adverse childhood experiences and toxic stress

Economic Assets
- asset building
- housing and public supports
- financial capacity
- transportation



Hallmarks of the 2Gen/Whole Family Approach

- Center on families
- Integrate services
- Remove barriers
- Incorporate coaching
- Develop partnerships
- Center in equity, starting with racial equity
- Measure parent, child, and family outcomes
- Apply science and evidence while continually improving
- Attend to core life skills for children and parents
- Incorporate strategies that build family resiliency (trauma-informed focus)
- Provide high-quality services
- Deliver services of sufficient intensity, duration, and dosage to enable families to achieve social and economic mobility

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Whole Family Approach Concepts

TWO-GENERATION (#2GEN) APPROACHES CENTER WHOLE FAMILIES

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CHILD-FOCUSED

CHILD-FOCUSED WITH PARENT & CAREGIVER ELEMENTS

This could include early childhood development with parenting skills; family literacy with health screenings; and/or other child-focused services that also identify ways to support the adults in their lives.

WHOLE FAMILY

Two-generation (2Gen) approaches build family well-being by intentionally and simultaneously working with children and the adults in their lives together.

PARENT- & CAREGIVER-FOCUSED WITH CHILD ELEMENTS

This could include workforce programs offering child care referrals; food and nutrition supports for student parents: and/or other adult-focused services that also identify ways to support their role as parents or caregivers.

ADULT-FOCUSED

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Whole Family Approach Concepts

THE SIX KEY COMPONENTS OF TWO-GENERATION APPROACHES

Two-generation approaches (2Gen) build family well-being by intentionally and simultaneously working with children and the adults in their lives together.

EARLY CHILDHOOD EDUCATION
- Head Start
- Early Head Start
- child care partnerships
- preK
- home visiting
- Family, Friend, and Neighbor Care (FFN)

K-12
- kindergarten ready
- 3rd grade reading skills
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POSTSECONDARY & EMPLOYMENT PATHWAYS
- community college
- training and credentials
- workforce partnerships
- employer partnerships

SOCIAL CAPITAL
- peer and family networks
- coaching
- cohort strategies

HEALTH, INCLUDING MENTAL HEALTH
- mental, physical, and behavioral health
- coverage and access to care
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ECONOMIC ASSETS
- asset building
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Whole Family Approach Concepts

HALLMARKS OF THE 2GEN/WHOLE FAMILY APPROACH

- Center on families
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- Provide high-quality services
- Deliver services of sufficient intensity, duration, and dosage to enable families to achieve social and economic mobility

- Not a cookie-cutter approach
- But there are some rules/principles
  - Parents and children together
  - SEM – Beyond Poverty (family supporting income)
  - Duration, Dosage, Intensity, Quality

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North Star (SEM) Outcomes

Parents

- Healthy Parents
- Family Supporting Employment

Children/Youth

- Healthy Children
- Meeting Developmental Milestones

Family

- Parents and children are engaged in family life
- Healthy relationship between parents and children
- Cycle of poverty is broken

Community

- Families better connected and able to participate in civic life
- Community has an ecosystem of partners that work together to support young families and children

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Whole Family Approach Continuum



A new **way of thinking** for designing programs and policies that serve children and parents simultaneously.

Aligning and/or **coordinating services with other organizations** to meet the needs of all family members.

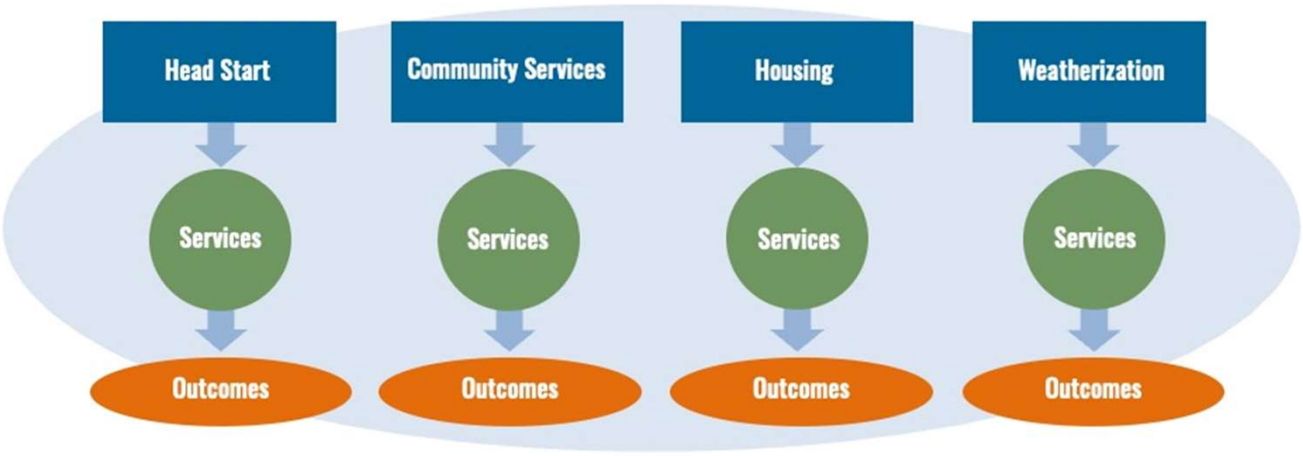
Providing services and supports to both children and adults simultaneously and tracking outcomes for both.

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The Grants Management Business Model



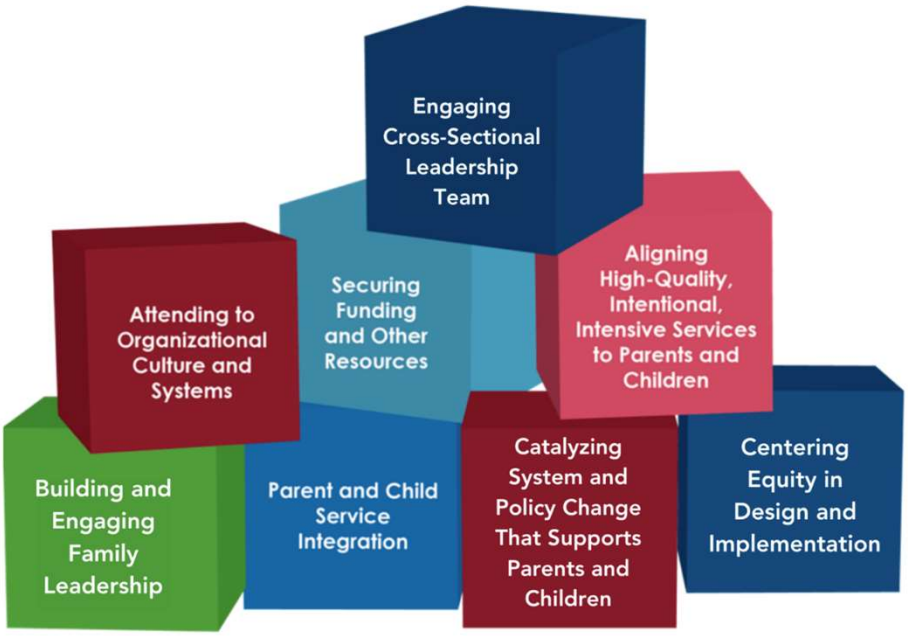
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The Community Action Impact Model



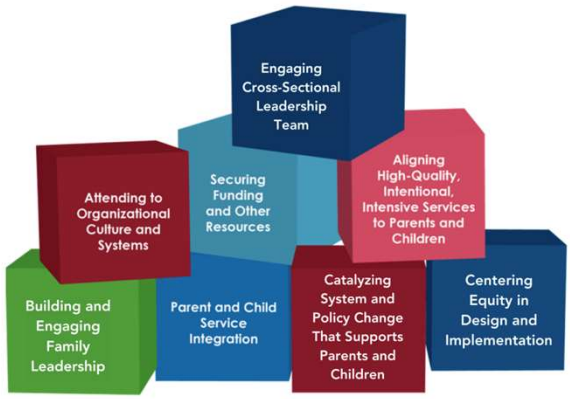
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Whole Family Approach Building Blocks



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Deconstructing The WFA Building Blocks



DECONSTRUCTING THE WFA BUILDING BLOCKS

- Develop a theory of change and logic model
- Utilize target population and recruitment protocols
- Realign organization structures and supervision
- Distribute staffing and caseloads appropriately
- Train staff in new practice approaches
- Complete comprehensive family assessments
- Individualize work with families to enable them to set their own goals
- Share family goals across agency programs
- Create space for culturally specific family activities
- Place the burden of service coordination on systems and programs rather than on families
- Consolidate/universalize the intake process
- Coordinate family and staff planning
- Co-locate services
- Coordinate with partners to fill gaps and provide comprehensive services
- Provide high-quality services that are evidence and science-based
- Use data to drive decision-making
- Disaggregate race data and examine services and results by race
- Adopt enterprise software/applications
- Include parents in the guiding coalition
- Pursue system changes that interrupt structural racism
- Find ways to blend and braid funding streams
- Incorporate strategic planning

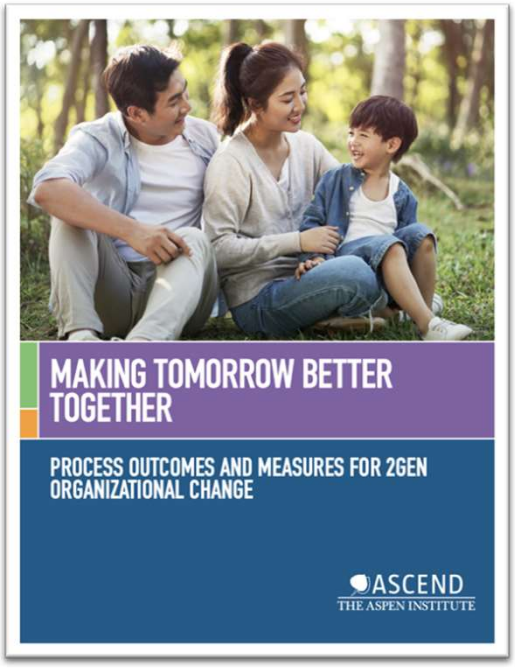
Whole Family Approach Resources

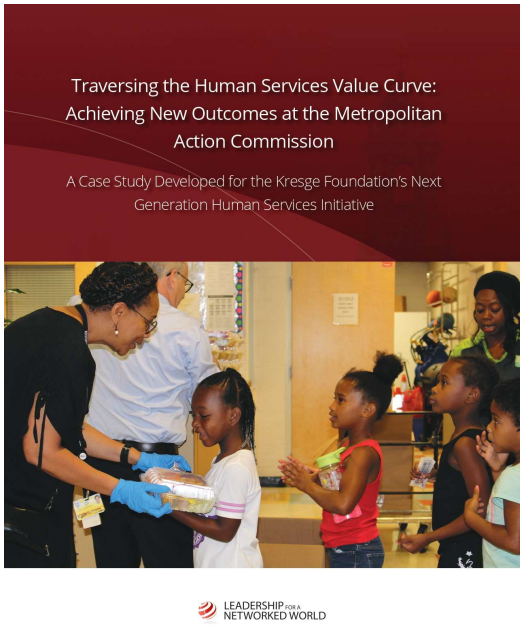




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Whole Family Approach Resources





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QUESTIONS?



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Let's Stay In Touch

National Community Action Partnership (NCAP)

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