Whole Family Approach 201: Design & Implementation

Whole Family Approach Training Series

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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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Whole Family Approach Foundational Concepts Review



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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

Social & Economic Mobility Defined

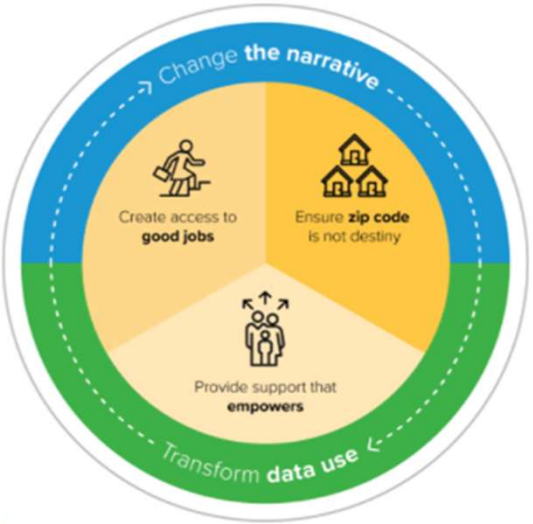
Economic success:
Having rising income and assets.

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

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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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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How Much Do You Know About WFA?

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

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
- 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

Whole Family Approach Concepts

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

ascend
aspen institute



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

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Whole Family Approach Concepts

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- 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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How Do Organizations Implement A Whole Family Approach?

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Platforms for WFA

Organizations build WFA on several different platforms:

- Head Start/Early Head Start
- Community Action
- Work Force Development
- Community Colleges
- United Way
- Women's Foundations
- Housing Agencies
- Cities, Counties, States



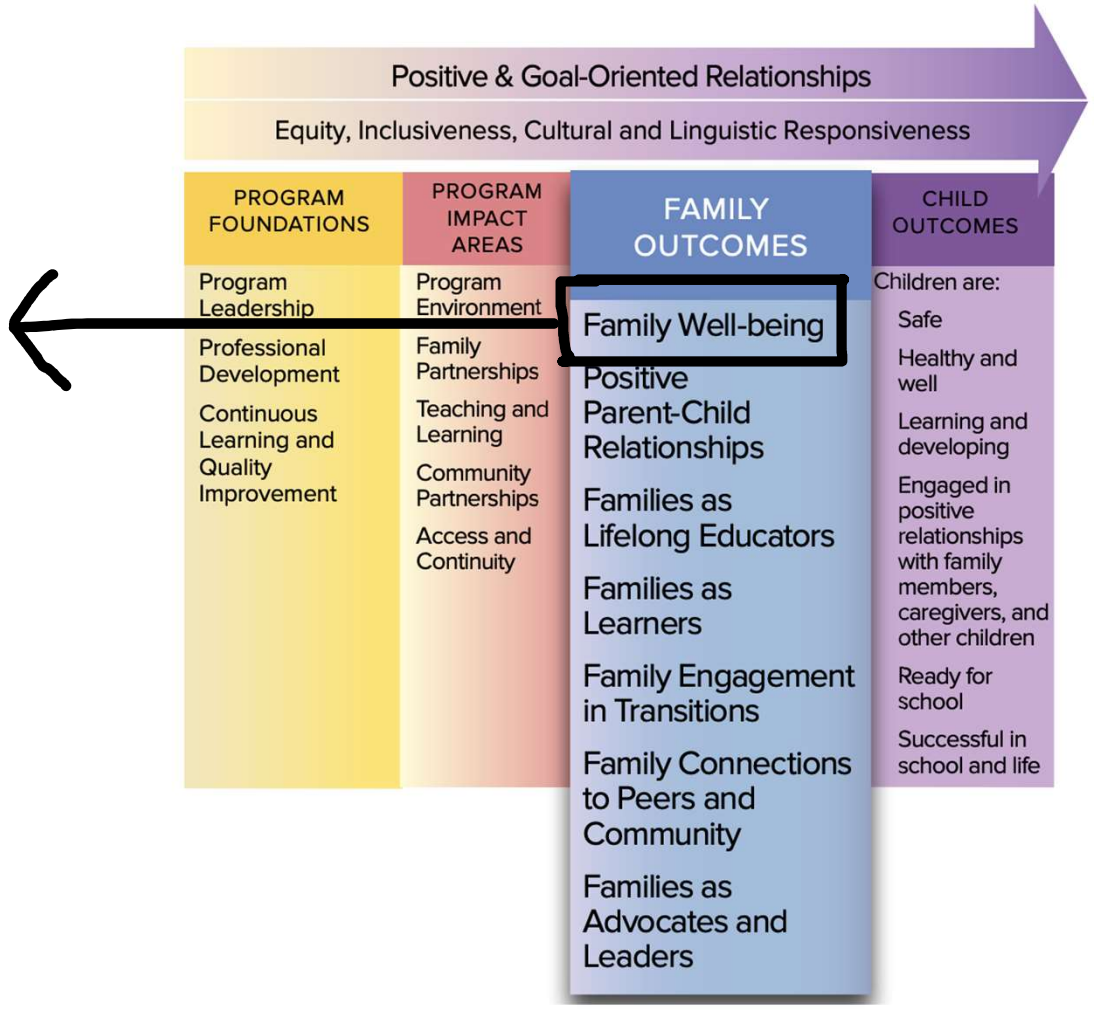


WFA and Head Start

Family Well-being

Families are safe, healthy, have opportunities for educational advancement and **economic mobility,** and have access to physical and mental health services, housing and food assistance, and other family support services.





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WFA and Head Start

- Serving Children and Their Parents Together
- Sufficient Intensity, Duration, and Dosage to Achieve SEM
- Measuring Outcomes/Impacts for Both Parents & Children
- Center on Families
- Family-Centered Coaching
- Attend to Core Life Skills/Executive Functioning
- Center in Equity
- Developing Partnerships

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Where to Begin?

Agency Vision, Mission, Purpose and Strategic Planning



What is your organization's vision for children and the adults in their lives?



What is the purpose and mission that drives your organization's work?



What does your strategic plan say about the direction of the agency and the strategic commitments that are being pursued?

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WFA Design & Implementation Tools



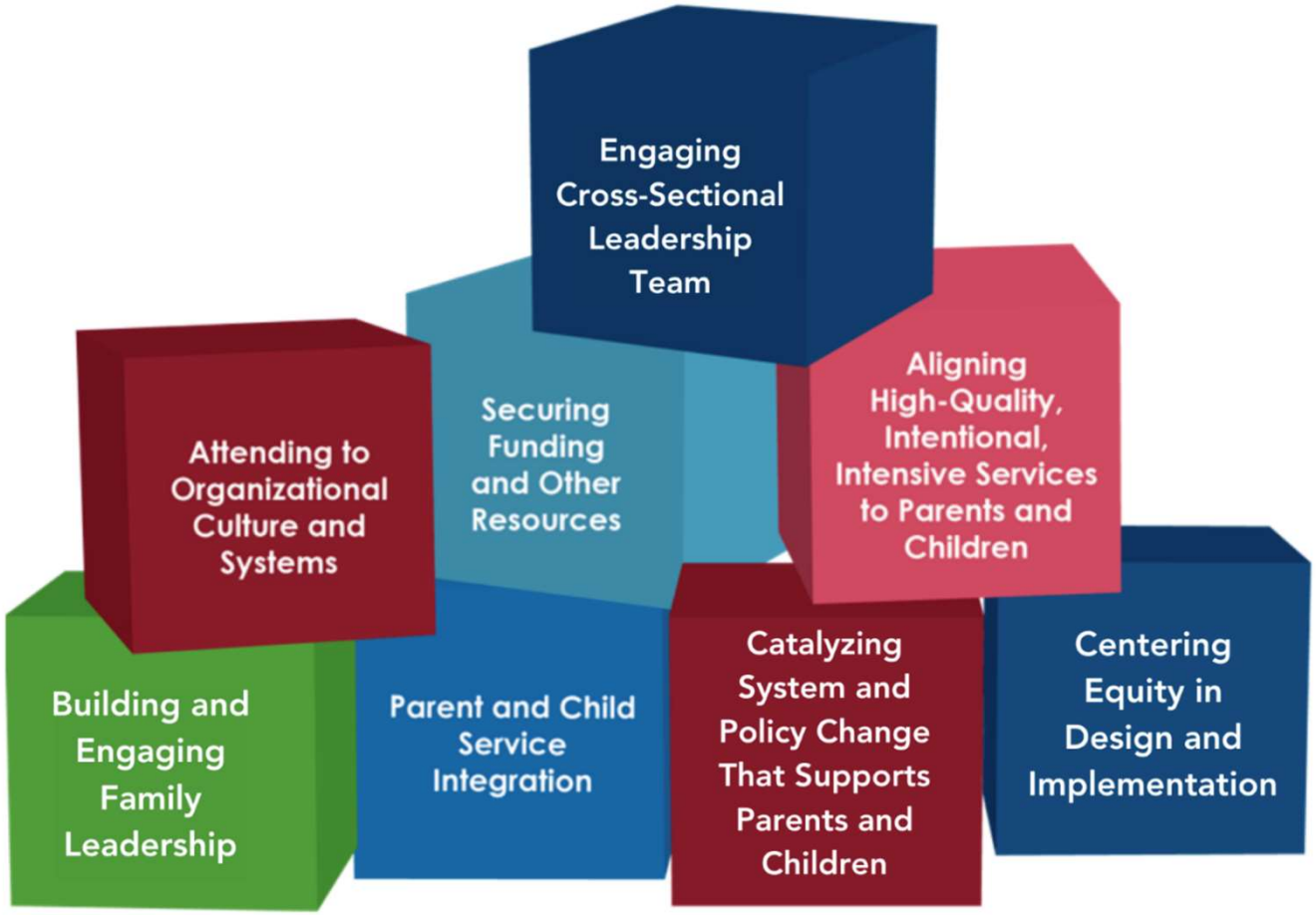


Resource Guide

Whole Family Approach Building Blocks

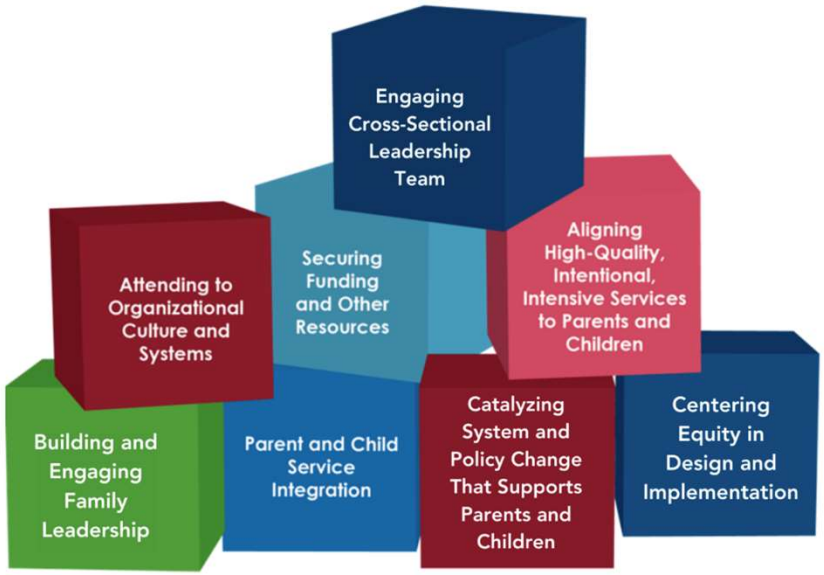
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Whole Family Approach Building Blocks



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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

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Whole Family Approach Theory of Change

Vision

Component 1

In one to two sentences answer each question below. Then put it all together (and refine) into a Theory of Change Statement.

What is the desired change?

(Long term – look at your vision) Component 1

What are the child, parent, and family outcomes?

(Select key outcomes) Component 3

What activities are facilitating this change?

(High-level – what will you do in your WFA that will facilitate change?) Component 2

Why do you expect to see changes?

(Why do you think your WFA strategies will solve the problem you identified?)

Component 2

Theory of Change Statement

(If we do X, then Y change will occur.)

Appendix A. Whole Family Approach Theory of Change Example (Illustration)

What is the desired change?

Parents achieve a level of economic success that shortens the spell of poverty experienced by their children, and child education and social and economy improved. Family connections and access to healthy professional and non-professional support increase.

What are the child, parent, and family outcomes?

Increases in: Family income; skill training; education levels; social and emotional well-being executive functioning and connections to others outside the home.

What activities are facilitating this change?

High-quality, intensive, coordinated parent and child services: family-centered coaching; customized skill training; early childhood education; tutoring; family counseling; mentoring; executive functioning and financial capability skill building; family cohort experience.

Why do you expect to see changes?

We will work with families for as long as they need. We will meet each family where they are and help them craft their plan to build their capabilities and unlock their full potential. We will treat families with dignity and respect and support them on their journey. We will connect families together and work with them to identify structural and systemic barriers that are blocking their progress, and we will all work together to address these barriers at the community or systems level.

Vision

Families reach their full social and economic potential.

Theory of Change Statement

If we provide comprehensive, customized supports to children and the adults in their lives to help them achieve developmental milestones, social connectedness, and economic stability, we then have the best opportunity to break the intergenerational cycle of poverty in our community.

THEORY OF CHANGE

Vision

Children, families, and communities are empowered and supported to realize their dreams.

Theory of Change Statement

If we build community and increase access to housing, health, education, and economic opportunity, then we can create a healthy, diverse, and welcoming community free of poverty and racism where all people thrive.

Child Family Parent

Services / Strategies

- Coaching
- Housing and Economic Opportunity Resources, including rental assistance, employment, financial literacy, ESL classes, and citizenship classes
- Care Coordination for vulnerable adults
- Early Childhood Education for children birth—5 years old, and opportunities for parent leadership and governance
- Substance Abuse Programs, Mental Health Programs, and Youth Health Programs
- Youth Programs, including afterschool tutoring

Links

- English Language Proficiency
- Immigration Status (Public Charge)
- Employment Skills
- Access to information and resources
- Ability to navigate systems
- Trust and Self-Advocacy (Growth Mindset)

Outcomes of Interest

- ↑ Family Health & Well-Being (Including social determinants of health)
- ↑ Positive Parent-Child Relationships
- ↑ Families as Lifelong Educators
- ↑ Families as Learners
- ↑ Family Engagement in Transitions
- ↑ Family Connections to Peers and Community
- ↑ Families as Advocates and Leaders

Target Population

Entire families, with focus on low-income community members, public housing residents, immigrants, and refugees.

Assumptions / Moderators

1. Services alone are not enough to address systemic racism and poverty. There are outside factors that will affect the success of our clients and programs.
2. It takes time to build trust and relationships with clients. Families may arrive with varying levels of readiness and prior trauma.
3. Whole Family Approach requires that we move from focusing on just program compliance. We should aim to support the entire family and reduce silos.

Whole Family Approach Logic Model

Vision
(See Worksheet 4.1)

Theory of Change Statement
(See Worksheet 4.2)

Target Population
(See Worksheet 1.2)

Parent, Child, Family, and Agency	Inputs	Services/ Activities (See Worksheets 2.6, 2.7, 2.8)	Outputs	Short-term Outcomes 3-6 Months (See Worksheets 3.1, 3.2)	Long-term Outcomes 6-24 Months (See Worksheets 3.1, 3.2)

Appendix B. Whole Family Approach Logic Model Example (Illustration)

Vision

Families reach their full social and economic potential.

Theory of Change Statement: If we provide comprehensive, customized support to children and the adults in their lives to help them achieve developmental milestones, social connectedness, and economic stability then we have the best opportunity to break the intergenerational cycle of poverty in our community.

Target Population: Families in Sunflower County below 200% of FPL with children ages 0-5, and parents/caretakers 16-25 in age.

Parent, Child, Family, and Agency

Inputs

- Coaches
- Family Advocates
- Unrestricted funding for unconditional $ for family barrier removal
- Donated monthly meals
- Free bank account with First Trust
- Family Life Assessment
- Co-location of Head Start at community college
- Agency-wide intake and assessment
- WFA coordinated case planning team

Services/ Activities

Parents

- Family-Centered Coaching
- High-demand job skill training
- Supports to reduce material hardship (e.g., food, rental assistance)
- Financial capability coaching/training
- Work supports (e.g., transportation, childcare, uniforms)

Child

- Early childhood education
- Health and nutrition services
- Educational tutoring

Family

- Family cohort bi-weekly meeting
- Family counseling
- Executive functioning skill building

Outputs

Parents

- Coaching meetings
- Goal plan and quarterly assessment
- Family budget
- 90% attendance in post-secondary training program

Child

- 95% attendance in class
- Quarterly X assessment

Family

- Attendance and engagement at events
- Friendships and support
- Counseling sessions

Short-term Outcomes

Parents

- Income changes at 6/12/18 months
- Reduced material hardship
- Improvement on Family Assessment Matrix in one or more domains
- Obtained high school diploma and/or equivalency certificate
- Obtained a credential, certificate, or degree for educational or vocational skills
- Increased executive functioning skills

Child

- Child language, literacy, and math on grade level

Family

- Increase in the number of people the family can count on in difficult times

Long-Term Outcomes

Parents

- # of families with income above 225% of FPL
- # of families with increased financial stability
- # of individuals who report an increase in growth mindset
- # of individuals who increase executive functioning skills

Child

- # of children ready for kindergarten
- # of children with increased social and emotional well-being

Family

- # of individuals with an increased ability to cope with difficult and/or stressful situations.
- # of adults with increased positive parenting behaviors

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

What Have We Been Learning?

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a GRANTS MANAGEMENT business model



the COMMUNITY ACTION IMPACT model



Lessons Learned

- Form a guiding coalition of folks up and down and across the organization to design WFA
- Shared data and outcomes for parents, child, and family must be available
- Go slow to go fast later
- Develop a theory of change and logic model
- Consider goals for families and your vision as you are updating the organization's strategic plan
- Pay attention to structure, and don't silo WFA in a specific program
- Use organizational culture change practices and methods
- Cross-train staff from across the organization in coaching
- Be intentional about designing for a specific target population
- Service integration is key, but WFA is much more than integrated services
- Starting with a pilot can be helpful, but be clear on what you want to learn and then move to scale what works

Lessons Learned

- Head Start is a super platform to build on, but it will take more than Head Start
- Caseloads matter
- Flexible funding for barrier removal is critical
- Tools such as assessments, scales, and goal planning are important
- Strive for shared/common goals, not program-specific goals
- Individualized goals are family-driven within the agency SEM vision
- Center equity in WFA design and implementation via activating Families' voices and building their power to lead the way
- WFA is not a silver bullet; system and community-level change are also needed, and what we learn in WFA can advance the systems work (examples: living wage, EITC, cliff effect, racial equity and justice)

QUESTIONS?



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