

Supporting Family Partners as Leaders

Presented By:

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association of
**Children's
Residential &
Community**
services



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AGENDA

- ✦ Introductions; What's our why?
- ✦ Overview of last year's workshop and efforts since
- ✦ Strategies and lessons learned from last year
- ✦ Breakout- Self-Assessment; where are we in this journey?
- ✦ The paradigm shift; Creating the capacity
- ✦ Integrating and sustaining
- ✦ Thursday's workshop



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SINCE LAST YEAR

- ✦ ACRC follow up meetings
 - ✦ Position paper
 - ✦ BBI Family Partner project and workgroup
- Presentations
- FFCMH
 - NTTAC
 - EUSARF



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How does family peer support benefit YOUTH & FAMILIES?



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How does family peer support benefit ORGANIZATIONS?

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Family Peer Support Specialist	Organization	Family
Professional position	How many FPP does an organization need	Have access to gift / gas cards, and /or flex funds
Role encompasses advocacy, support, educate, and bring together.	Engage FPP in Program satisfaction evaluation	Have access to FPS phone number
Initial point of contact to explain role and work of program	Leadership and HR are a must before hiring	Families give feedback on importance of having an FPS
Partner on permanency	Strong Family Driven Care buy-in	Maintaining connections
Family assessment	Best Practice = Supervision by Senior FPS Minimum dual supervision	Families receive opportunity for internal organizational trainings and external trainings with other parents
Ensures family & youth voice is heard & valued	How we talk is how we think -agency philosophy.	
Support discharge and aftercare	Cultural Humility& DEI	
Share hope via relationship using personal lived experience	Consistence communication on expectations of FPP role	
Documentation	Value families and their voice at referral/intake and throughout treatment	
Interpret for program the family's unique culture and needs	Involving FPS at point of contact families are comforted at ease of communication (one parent to another)	
Works from a nonjudgmental lens and that makes a difference	All trainings co- lead with FPS. To infuse Family Driven care throughout organization which lends to the credibility of FPS role	
Working from a Person centered and Individualized frame (one size doesn't fit all)	Organization's structure wholeheartedly embraces FPS in all teams	
Sharing and linking community resources	Organization on-boarding includes personal leadership level introductions to programs and staff. Dedicated secure office space with all tools necessary to perform FPS role	

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Family Peer Specialist	Organization	Regulations	Family
Differing perspectives about role of FPS			
Networking with and from other FPS	Networking with and from other FPS	Different in each state, & can be different across program types	Placement being voluntary vs involuntary
Not having specific outcome and QI process in place for FPS role	Not having specific outcome and QI process in place for FPS role	Titles are not standardized	Attitude /judgements about family
Criminal background checks requirements	Attitude /judgements about family	Criminal background checks requirements	Lack of adequate and available supports and resources in rural areas. Internet, cell service, transportation, service options.
Lack of adequate and available supports and resources in rural areas. Internet, cell service, transportation, service options.	Role clarification and collaboration between youth peer specialist and family peer specialist	Lack of adequate and available supports and resources in rural areas. Internet, cell service, transportation, service options.	
	Equitable financial compensation		
	Lack of adequate and available supports and resources in rural areas. Internet, cell service, transportation, service options.		
Change language from "capturing to gathering" of information	Change language from "capturing vs gathering" of information	Change language from "capturing vs gathering" of information	Change language from "capturing vs gathering" of information

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CORE BELIEF

We believe that all families have strengths, are resilient and deserve non-judgmental support



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WHAT IS FAMILY DRIVEN CARE?



Families have a primary decision-making role in the care of their own children AS WELL as the policies and procedures governing care for all children in their community, state, tribe, territory and nation.

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KEY VALUES

- ✦ Families have choices
- ✦ Families are equal partners
- ✦ Family voice is heard
- ✦ Family expertise is valued

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WHY FAMILY DRIVEN CARE?

Move from deficit orientation to strength- based expectation

- ✦ It fulfills the promise of “nothing about US without US”
 - ✦ It is respectful
 - ✦ It increases motivation for change
 - ✦ It improves safety
- It is the RIGHT thing to do.

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WHY NOW?

- ✦ Evidence-Informed Practice (James, 2020)
- ✦ Families First Act
- ✦ Operationalizing Theory of Change Matrix
- ✦ Residential is READY for the transformational change that Family Partners bring to the orgs
- ✦ Natural next step in the evolution of residential



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A PARADIGM SHIFT

	Provider-driven	Family-driven
Source of solutions	Professionals and agencies	Child, family, and their support team
Relationship	Child and family viewed as a dependent client expected to carry out instructions	Partner/collaborator in decision making, service provision, and accountability
Orientation	Isolating and "fixing" a problem viewed as residing in the child or family	Ecological approach enabling the child and family to do better in the community
Assessment	Deficit oriented	Strengths based
Expectations	Low to modest	High
Planning	Agency resource based	Individualized for each child and family
Access to services	Limited by agency's menus, funding streams, and staffing schedules	Comprehensive and provided when and where the child and family require
Outcomes	Based on agency function and symptom relief	Based on quality of life and desires of child and family

Advancing partnerships among residential and community-based service providers, youth and families to improve lives.

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BENEFITS

- ✦ Improved quality in organizational systems and policies informed by the family perspective
- ✦ Greater engagement with youth and families
- ✦ Better outcomes, shorter length of stay
- ✦ Greater overall collaboration with all involved
- And perhaps MOST importantly***
- ✦ A transformational mindset that generalizes to other program practices.

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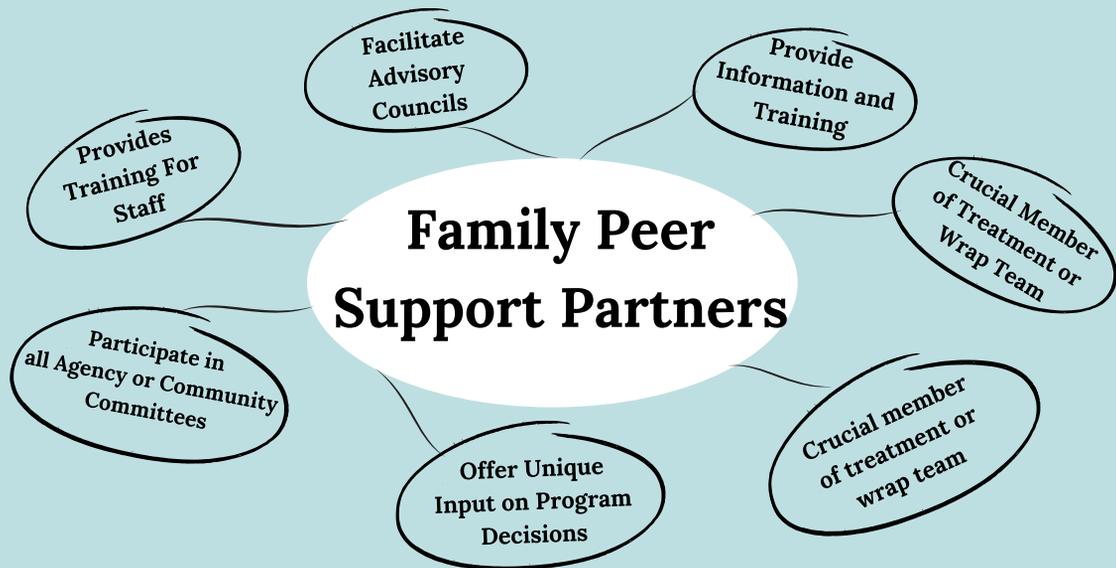
HIRING FAMILY PARTNERS

*Bringing family partners onto staff offers transformational opportunities to implement family driven care, develop creative and effective engagement strategies, embed the practice deeply in the organization, and maximize the benefits of **Family Driven Care**.*



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PROMOTING FAMILY VOICE



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With all that said ...

The challenge is to understand and operationalize the “*HOW*”



How does FDC move from supporting one family at a time - to impacting and embedding the practice into the everyday life across all disciplines, departments, and programs?

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CREATING THE CAPACITY TABLE TOPICS

- ✦ Leadership agenda; nature of the relationship with the organization
- ✦ Organizational culture
- ✦ Onboarding and critical training
- ✦ FPSS support/role in: family engagement, treatment planning, family skill development
- ✦ Supervision and supports/resources provided by the organization



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PLANNING FOR TOMORROW

- ✦ Goal
- ✦ Review of power point
- ✦ Complete the empty slides
- ✦ What should we focus on?
- ✦ Who among us would like to present?
- ✦ Lead discussions at the table?



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