Empower Action and Ready, Set, Go

An Overview:
Coalitions, Coaching, and Parenting Leadership
Objectives

1. Participants will be able to identify the aspects of the Empower Action Model and recognize its application as a tool to achieve cross-sector engagement in child abuse prevention

2. Participants will be able to define the roles of coaches and facilitators as they relate to community mobilization for community child abuse prevention

3. Participants will learn strategies for effective parent engagement in child abuse prevention efforts that can be applied at a community-wide level
Every child deserves to live their best life.
History of the South Carolina ACE Initiative

Starting the journey
2013 - 2015

Forging ahead
2018 →

Moving forward
2015 - 2017
Protective Factors Frameworks

Strengthening Families©
- Parental resilience
- Knowledge of parenting and child development
- Socio-emotional competence of children
- Social connections
- Concrete supports

Youth Thrive®
- Youth resilience
- Knowledge of adolescent development
- Cognitive and socio-emotional competence
- Social connections
- Concrete supports

Administration on Children, Youth and Families
- Self-regulation
- Relational skills
- Problem solving skills
- Involvement in positive activities
- Parenting competencies
- Caring adults
- Positive peers
- Positive community
- Positive school Environments
- Economic opportunities
Protective Factors

How do you know if you are preventing something?

How do you put these frameworks into action?

How do you connect the work at multiple levels?
We need...

A public health approach to child well-being

By definition, public health aims to provide the maximum benefit for the largest number of people.
## Framework

### The Empower Action Model

<table>
<thead>
<tr>
<th>BUILD</th>
<th>GROW</th>
<th>SUPPORT</th>
<th>CREATE</th>
<th>SHARE</th>
<th>RACE EQUITY AND INCLUSION TENETS</th>
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<tbody>
<tr>
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<tr>
<td>Resilience through learning skills to effectively manage stress and maintain relationships.</td>
<td>Personal growth and development.</td>
<td>Engage in developmentally appropriate activities with children.</td>
<td>Establish systems that allow individualized care, screening, and engagement with the community.</td>
<td>Demonstrate the importance of community involvement in individual well-being and health through the development of programs and services.</td>
<td>Advocate for policies that build resilience and promote social, emotional, and mental well-being.</td>
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<td>Engage in meaningful and effective relationships with peers and adults.</td>
<td>Build positive relationships within the organization and promote engagement with the child and community.</td>
<td>Promote positive outcomes that foster healthy development in individuals and families.</td>
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<td>Manage stress and buffer its effects on families' daily lives.</td>
<td>Advocate for policies that promote health and well-being.</td>
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<td><strong>Individuals have access to culturally relevant family, cultural, and community services.</strong></td>
<td><strong>Organizational policies and practices are designed to reflect diversity, equity, and inclusion.</strong></td>
<td><strong>Community efforts focus on ensuring that individuals are supported and have access to resources.</strong></td>
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<td><strong>Policy efforts focus on dismantling systemic racial inequality.</strong></td>
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<td><strong>Social, emotional, and mental well-being policies focus on dismantling systemic racial inequality.</strong></td>
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### Framework: Example Level

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<td><strong>CHILD</strong></td>
<td>Identify, find and receive support to meet basic needs</td>
<td>Have skills and tools to identify needs and connect to supports that strengthen your family</td>
<td>Create an atmosphere where employees can access resources in times of need and for self-care</td>
<td>Provide information and connection to services in the community to promote resilience</td>
<td>Promote policies that create access to resources for all</td>
</tr>
<tr>
<td><strong>RACE EQUITY AND INCLUSION TENETS</strong></td>
<td>Individuals have positive cultural identity by honoring family history, race, and ethnicity</td>
<td>Organizational policies and practices are racially and culturally inclusive, and recognize the importance of diversity in workforce and leadership</td>
<td>Community efforts eliminate messages that reinforce “otherness” of health outcomes while creating programs that are culturally competent and promote equity</td>
<td>Policy efforts work to dismantle systemic racial inequity</td>
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</table>
Action Planning

How are we Using The Empower Action Model©?
Empower Action and Ready, Set, Go at a Glance

- Creates improvement for individuals, families and communities
- It asks the questions:
  - What is going on in your area?
  - What are you doing well?
  - Where are there gaps?
  - How can we improve?
OBJECTIVES

1. Coalitions will have an infrastructure in place (using the collective impact framework) to support the creation of a sustainable, long-range plan, informed by parents and caregivers, to address the prevention of child maltreatment and promotion of child well-being.

2. Coalitions will have a sustainable, long-range plan, informed by parents and caregivers, to address the prevention of child maltreatment and promotion of child well-being.

3. Parent Advisory Council members will report that the input of parents and caregivers played a significant role in development of the coalition's plan.
The Full Process at the Local Level

- Contract and Funding
- Trained Coach
- Trained Core Team
- Ready Set Go
- Evaluation and System Building
- Parent Advisory Councils
WORKING WITH LOCAL COALITIONS

Contract and Funding
WORKING WITH LOCAL COALITIONS

Training on Empower Action
WORKING WITH LOCAL COALITIONS

Trained Coaches
Feedback Loop

- Monthly Coach Meetings
- Monthly Coalition Meetings
- Monthly Core Team Meetings
WORKING WITH LOCAL COALITIONS

Trained Core Teams
Process

**Coach Meetings**
- Led by Coalitions manager and coach discussion
- Discuss common themes and review progress
- Build Competencies and share resources

**Core Team Meetings**
- Coach and Core Team co-lead
- Discuss current issues and receive coaching (strategies, advice, etc)
- Plan for coalition meeting and assign roles

**Coalition Meetings**
- Core Team leads using ready, set, go
- Core Team uses strategies from coach
- Core Team debriefs at next Core Team Meeting
Join us on a journey to a better South Carolina.

WORKING WITH LOCAL
COALITIONS

Ready. Set. Go.

Children's Trust
OF SOUTH CAROLINA
Ready. Set. Go.

Successful journeys have a plan, which helps you know the turns to make, who should join you and how to know when you've arrived. A plan also helps you handle the detours and roadblocks. This guide will get you on your way!

**READY**  
*Deciding on the journey*

- Framing the scope
  - Review what is happening in your community.
  - Listen to and include families.
  - Catalogue local services.
  - Identify your champions.

**SET**  
*Planning for action*

- Determining the details
  - Set your priorities.
  - Outline your plan.
  - Build your team.

**GO**  
*Work your plan*

- Monitor your progress
  - Assess if your work is moving you closer to the goal.
  - Sustain the change over time.
Collective Impact

Making sure you get to where you need to go -

- Is there gas?
- Is there oil?
- Do each of the tires have air?
- Do we have all the people we need in the car?
- Do we know where we're going?
- Do we know how to get there?
Five Conditions of Collective Impact

#1 A Common Agenda

#2 Shared Measurement Systems

#3 Mutually Reinforcing Activities

#4 Building Trust & Continuous Communication

#5 Coordinator or Backbone Support Infrastructure
WORKING WITH LOCAL COALITIONS

Evaluation and System Building
## Evaluation Crosswalk

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<th>ACTIVITIES</th>
<th>EVALUATION FRAMEWORK</th>
<th>CQI</th>
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<tr>
<td></td>
<td><strong>What did we do?</strong> (Monitoring)</td>
<td><strong>How well did we do it?</strong> (Quality)</td>
</tr>
<tr>
<td>Technical Assistance</td>
<td>• Children’s Trust Support Tracker</td>
<td>• Children’s Trust Partnership Assessment</td>
</tr>
<tr>
<td>Training</td>
<td>• Training Attendance Roster</td>
<td>• Training Feedback Surveys</td>
</tr>
</tbody>
</table>
| Facilitated coalition and council meetings | • Coalition Activity and Attendance Tracker  
○ Coalition Plan  
○ Council goals | • Coalition Collaboration Questionnaire  
○ Empower Action Community Asset Survey | • Coalition Collaboration Questionnaire  
○ Secondary Data: Department of Social Services (child abuse and neglect cases) & Annie E. Casey Foundation (KIDS Count ranking)  
○ Public health outcomes identified by coalitions (SC-BRFSS) | |
| September 2019 | Coal | EAC & PAC | Core Team | Member | Parent | Empower | Empower | Coalition | Children’s |
|---------------|------|-----------|-----------|--------|--------|---------|---------|-----------| Trust    |
| October       |      |           | Activity  | Coalition | Capacity | Coalition | Action | Collaboration | Partnership |
| November      |      |           | Assessment| Assessment| Assessment| Asset Survey| Asset Survey| Questionnaire| Assessment |
| December      |      |           |           |         |        |         |         |            |           |
| January 2020  |      |           |           |         |        |         |         |            |           |
| February      |      |           |           |         |        |         |         |            |           |
| March         |      |           |           |         |        |         |         |            |           |
| April         |      |           |           |         |        |         |         |            |           |
| May           |      |           |           |         |        |         |         |            |           |
| June          |      |           |           |         |        |         |         |            |           |
| July          |      |           |           |         |        |         |         |            |           |
| August        |      |           |           |         |        |         |         |            |           |
| September     |      |           |           |         |        |         |         |            |           |

Ongoing as training is conducted based on identified needs

| Children’s | Trust | Support | Tracker | Training | Feedback | Survey | and | Attendance | Roster |
WORKING WITH LOCAL COALITIONS

Parent Advisory Councils
Parent Advisory Councils

Informs local work and serves on local coalition

Local Coalitions

Includes parents and serves on one or more workgroups of the child well-being coalition
PAC’s = Parent Matters

- 3 local Parent Advisory Councils
- Connected to a Local Coalition
- Serves as parent voice to the county, not an organization
PARENT MATTERS

goals

• LISTEN to parents across the Coalition area to learn what parents most need and want.

• IDENTIFY community resources that help strengthen protective factors that support children and families, then CONNECT parents with those resources.

• CHAMPION parents by providing feedback to the Coalition as well as input to area agencies and organizations on how to help parents navigate and utilize their services successfully.
PARENT MATTERS

Ladder of Participation

- 8 – Parent-initiated; shared decision with coalition
- 7 – Parent-initiated & directed
- 6 – Coalition directed; shared decision with parents
- 5 – Parent consulted & informed
- 4 – Parent assigned but informed
- 3 – Tokenism
- 2 – Decoration
- 1 – Manipulation
- 0 – No participation
Design and Tools

- **Built on Protective Factors**
  - Training for all parents on protective factors and ACEs
  - Alignment of all activities with protective factor framework
- **Driven by Parents**
  - At least one identified parent-leader co-facilitates with the host agency (Parent-Practitioner Collaboration)
  - Parents choose strategies to strengthen protective factors in alignment with their established goals and priorities
Investment

• Time
  – Children’s Trust FT staff member that coordinates parent and community outreach efforts across the state
  – Host agencies and parent leads commit to facilitate monthly meetings, at least one parent outreach event, and assistance with evaluation activities

• Money
  – CBCAP dollars committed to each PAC for expenses like meetings, parent stipends or incentives, childcare, meals and projects or events
Investment

• Awareness
  – Children’s Trust and Parent Matters both have concentrated efforts to promote in community events, website, blog posts and through local coalitions

• Commitment
  – Children’s Trust provides ongoing technical assistance, training and multi-year funding to continue the work beyond initiation
  – Formal MOU with host organizations to commit staff time to coordination at the local level
The greatness of a community is most accurately measured by the compassionate actions of its members - Coretta Scott King
Questions
Contact and Connect

Twitter: ChildrensTrustS

Instagram: ChildrensTrustSC

Facebook: ChildrensTrustSC

For Questions or Inquiries, Contact
Melissa Strompolis: Mstrompolis@scchildren.org

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