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# Parent Leadership in Home Visiting Coordination Efforts: Session 1

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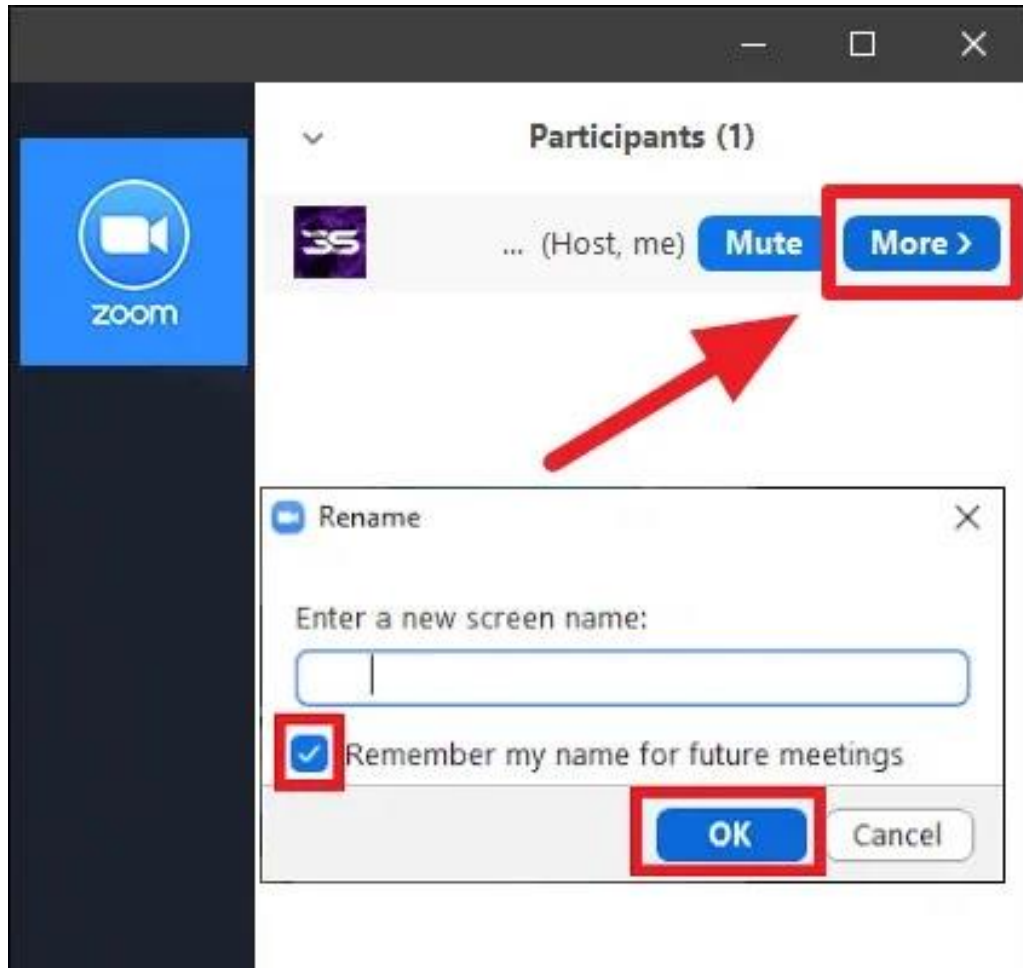
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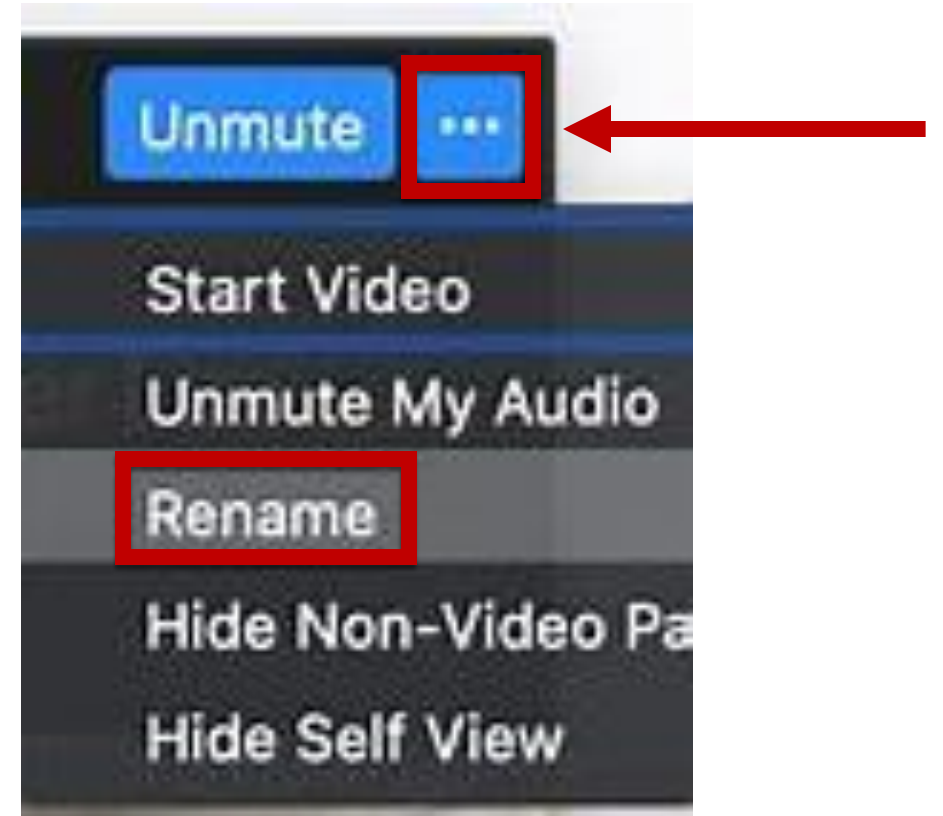
# Welcome!



# Please Rename Yourself in Zoom



OR



Example: Hannah, Fresno

# Summary of Parent Leadership Small Group TA Sessions

Date	Topics
Session 1 Wed, October 13, 2021 9:00 – 10:00 am PT	Self-Assessing to Determine Your Starting Point <ul style="list-style-type: none"><li>• Establishing a vision and values</li><li>• Fostering staff buy-in</li><li>• Building program infrastructure</li><li>• Applying current methods</li></ul>
Session 2 Wed, November 10, 2021 9:00 – 10:00 am PT	Setting Goals <ul style="list-style-type: none"><li>• Identifying gaps</li><li>• Defining “what do we want to know” from parents about coordination</li><li>• Creating a vision and setting SMART goals</li><li>• Determining what staff need to be successful in supporting parent leadership</li></ul>
Session 3 Wed, January 12, 2022 9:00 – 10:00 am PT	Creating Your Plan <ul style="list-style-type: none"><li>• Using short-term strategies<ul style="list-style-type: none"><li>◦ Surveys, interviews, focus groups</li></ul></li><li>• Using long-term strategies<ul style="list-style-type: none"><li>◦ Advisory councils, parent cafés, program partner</li></ul></li></ul>
Session 4 Wed, February 16, 2022 9:00 – 10:00 am PT	Implementing Your Plan <ul style="list-style-type: none"><li>• Identifying potential parents to provide input on coordination</li><li>• Reaching Latinx and tribal families</li><li>• Preparing parents</li><li>• Compensating parents</li></ul>
Session 5 Wed, March 16, 2022 9:00 – 10:00 am PT	Evaluating and Updating Your Plan <ul style="list-style-type: none"><li>• Assessing how things are going<ul style="list-style-type: none"><li>◦ For staff</li><li>◦ For parents</li></ul></li><li>• Communicating progress</li><li>• Setting a schedule for reviewing/modifying your plan</li></ul>

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# Today's Agenda

- Building Shared Understanding
- Introduction to Toolkits that Support Parent Leadership
- Assessing Your Starting Point
- Group Discussion

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# Building Shared Understanding





# What Do We Mean by Engaging Families?

- Families are engaged in coordination efforts in a way that their voice informs ideas and decision-making
- Also commonly referred to as parent leadership

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# Who Are Parent Leaders?

- “Parents” used as an umbrella term to encompass the full spectrum of family structures
- Caregivers including birth, foster, or adoptive parents; grandparents or other family members; non-relatives
- Clients currently or having received home visiting services within the last 12 months





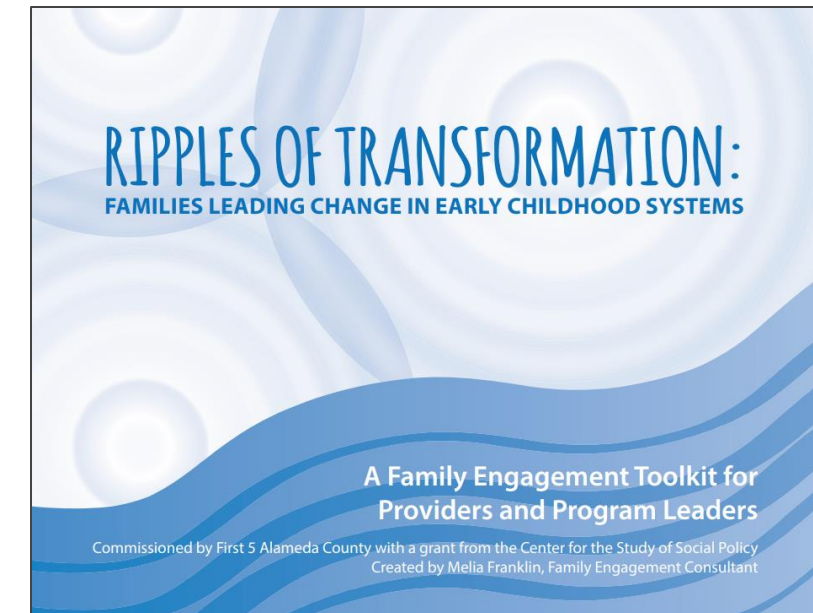
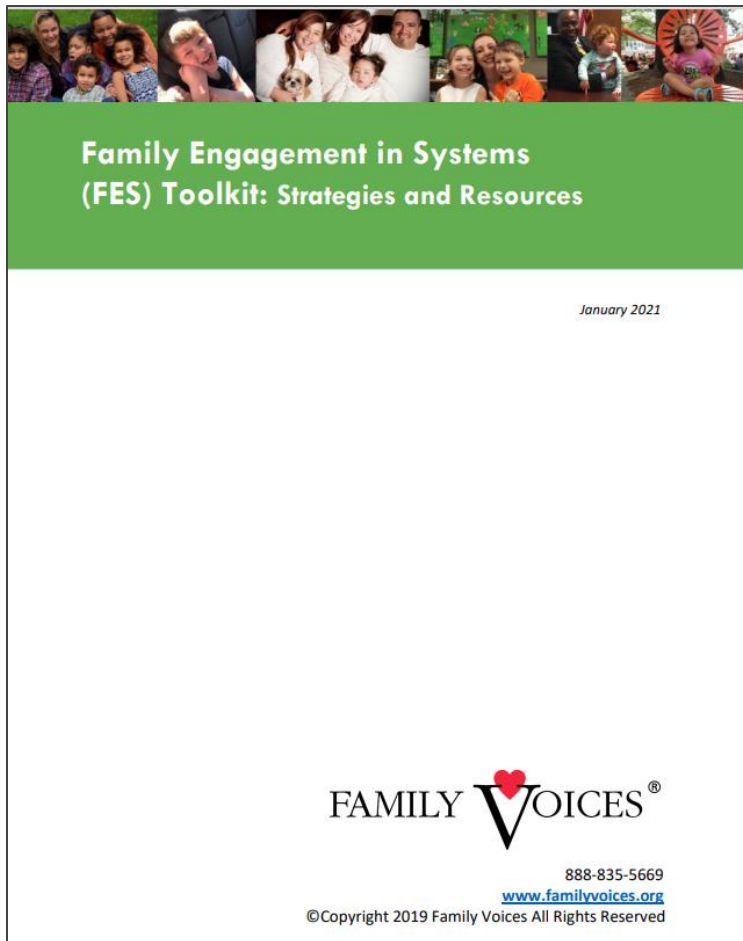
# What are the Benefits of Parent Leadership?

- Centers family voice and advances equity
- Prioritizes efforts that are valuable to parents as well as the program
- Fosters trust, relationship-building, and innovative solutions from caregivers' expertise and lived experience
- Sustains and accelerates change by investing in parents as partners

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# Parent Leadership Toolkits

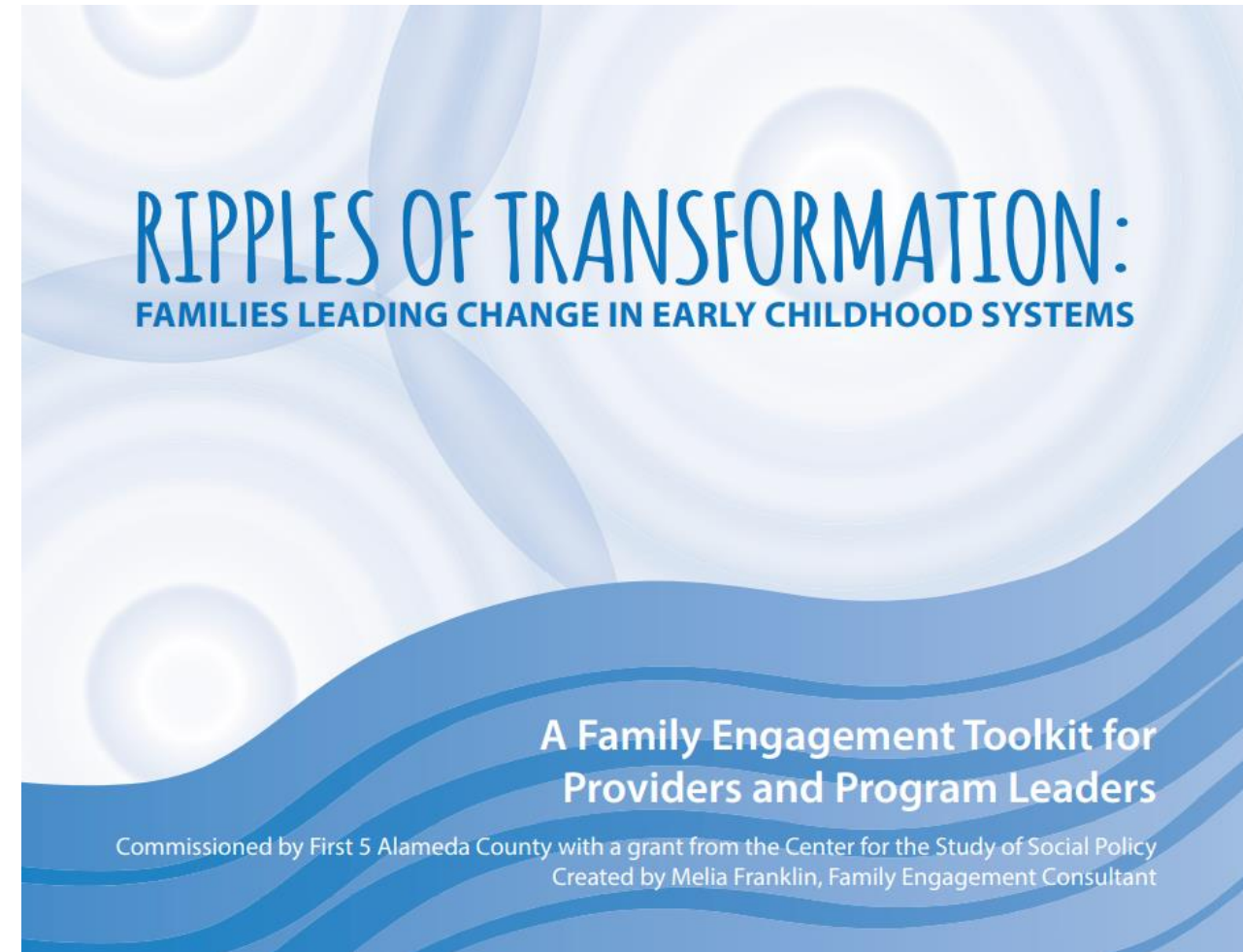
# Toolkits to Support Parent Leadership





# First 5 Alameda: A Family Engagement Toolkit for Providers and Program Leaders

- Structured as 3 sections
  1. **Engaging with their children:** Families enhance their role as the child's "first teacher" through learning about their child's development, building a network and getting support for basic needs and parenting challenges.
  2. **Shaping programs and services:** Families partner with organizations to inform decisions, participate in planning and delivery of services and develop their leadership.
  3. **Influencing policies and systems:** Families use their voices and experiences to advocate for improved, family-centered, equity-driven systems, programs and services.
- Each section includes strategies, resources, examples, and stories
- Home-visiting specific toolkit with relatable ideas and examples



# CSSP: Parent Engagement and Leadership Assessment Guide and Toolkit



- Structured as 4 pillars

 FAMILY-CENTERED	 EQUITY-DRIVEN	 COLLABORATIVE	 TRANSPARENT
<b>What does it mean?</b> Agencies prioritize and champion engaging parents as partners and leaders as a central strategy to achieving positive, equitable outcomes for children and their families.	<b>What does it mean?</b> Agencies make it a priority to understand families' experiences and break down barriers created by systemic, institutional, and individual racism.	<b>What does it mean?</b> Agencies develop strong partnerships with parents and parent-led organizations to support parents to build their power, develop their leadership, and advocate for their children and community.	<b>What does it mean?</b> Agencies ensure parents have access to information that allows them to fully participate and influence agency and system-level change processes.

- Excellent tool to guide self-assessment, goal-setting, and discussions for parent leadership
- Abridged and comprehensive versions
- Change ideas are more abstract and embedded in the assessment by dimensions within each pillar

# Family Voices: Family Engagement in Systems Toolkit

- Structured as 4 domains
- Detailed strategies by domain that are concise and could be easily incorporated into the HVC action plan
- Links readers to many additional resources that could be helpful for efforts in each domain and its strategies
- Accompanying webinars available and free to anyone

## Domain 1: Commitment

- Family engagement is a core value.

## Domain 2: Transparency

- Access is provided to relevant knowledge and supports.

## Domain 3: Representation

- Engaged families reflect the diversity of the community served (race, ethnicity, culture, language, and geography).

## Domain 4: Impact

- Initiative identifies what has changed and what the organization is doing differently because families are involved.



## Family Engagement in Systems (FES) Toolkit: Strategies and Resources

January 2021



888-835-5669

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# HV CoIIN 2.0: Toolkit to Build Parent Leadership in CQI



- Structured as 5 stages

STAGE 1	STAGE 2	STAGE 3	STAGE 4	STAGE 5
Assess and increase team's readiness to partner in CQI	Set partnership goals and build shared understanding, and commitment	Engage in short-term strategies to learn more about your community, build relationships, and recruit parent partners	Engage in medium-term strategies to build infrastructure, train parents in CQI, and develop Parent Leaders	Engage in long-term strategies to create authentic team partnerships and to successfully sustain Parent Leadership

- Excellent templates for practical application including:
  - Parent Leader Application
  - Principles for Financial Support of Parent Leaders
  - Policies and Procedures for Financial Support of Parent Leaders
  - Parent Leader Reimbursement Form
  - Basic Budget for Financial Support of Parent Leaders
  - Agenda – Orientation to CQI for Parent Leaders
  - Agenda – First Team Meeting with Parent Leaders
  - Shared Agreement for How to Work Together as a Team
  - Group Activities
  - Designing Virtual Training for Parent Leaders
  - Creating a Parent Support Network

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# Access the Toolkits

Links to all toolkits, as well as pdf files of the current versions, are available in the shared Google folder for our small group!

[Parent Leadership in Home Visiting Coordination - Google Folder](#)



## **CHAT IN!**

Have you seen or used these toolkits before?

Are there other resources that you've used to develop parent leadership or guide efforts to partner with parents in your program?

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# Assessing Your Starting Point

“Parents — and their particular experiences and realities — should be the guide for any organization looking to improve practices and policies and truly engage with parents as key partners.” Annie E. Casey Foundation

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# Considerations for Self-Assessment and Planning

- ✓ Staff and stakeholder readiness to partner with parents
- ✓ Principles or values to guide your efforts
- ✓ Existing infrastructure to support parent leadership
- ✓ Current methods to solicit parent input and perspectives

## HV CoIIN Readiness Assessment for Parent Involvement and Leadership (1 pg)

# Staff and Stakeholder Readiness

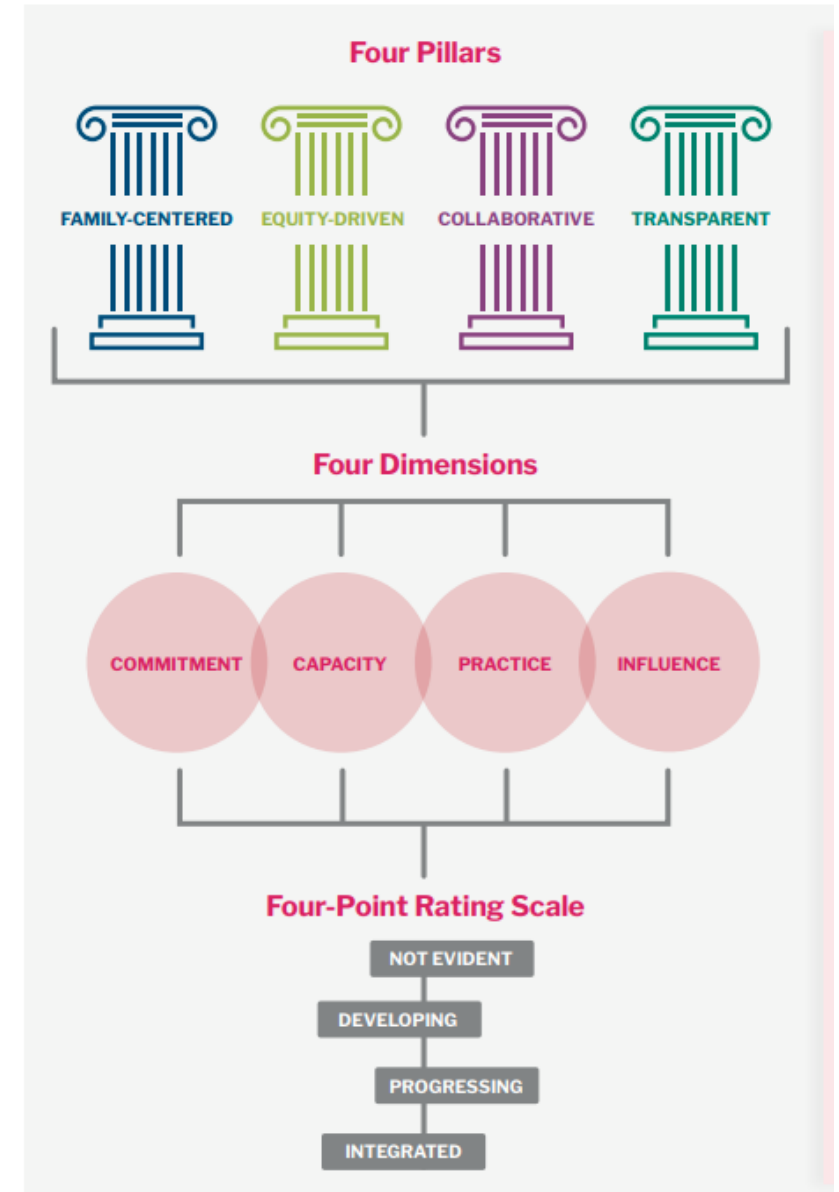
- How do stakeholders and staff feel about engaging parents as partners in coordination work?
- Do they understand the value and can articulate the benefits of including parent leaders in coordination efforts?

Personal Readiness to Partner with Parents in CQI	1 Not at All	2 A Bit	3 Neutral	4 Yes, with Reservations	5 Absolutely!	Comments (Optional)
I believe that parents bring unique expertise to a CQI team						
I believe that parent perspectives in terms of improving services are as important as my own						
I can clearly state what is expected of parents in their role on a CQI team						
I feel comfortable sharing data transparently with parent leaders						
I feel comfortable talking about our problems openly with parent leaders						
I am willing to test ideas to improve services that parents contribute						
I feel comfortable with parents leading initiatives as part of our CQI work						
Leadership Readiness to Partner with Parents in CQI	1 Not at All	2 A Bit	3 Starting	4 In Progress	5 Strength!	Comments (Optional)
Our mission statement clearly commits to parent leadership						
Leaders in our state, territory, or tribe believe that parent leadership in CQI efforts is a priority						



# Values to Guide Partnership with Parents

- How does involving parents in your coordination efforts align with your organization's mission, vision, and goals?
- What guiding principles will shape how you plan, implement, and assess how caregivers are contributing to your coordination work?



# Infrastructure to Support Parent Leadership

- What infrastructure do we have to support parent participation in coordination efforts?

## Parent Engagement and Leadership Assessment Tool Abridged Version

**INSTRUCTIONS**  
Read the descriptions for each level of the scale within each pillar and dimension in the self-assessment. In each row below, tick the box for the description that most closely matches your agency. If you don't know or the examples do not apply, check the box on the far right of that section

<b>What is the Scope of this Self Assessment?</b> <input type="checkbox"/> Agency-wide <input type="checkbox"/> One Program <input type="checkbox"/> Multiple Programs	<b>I am participating as:</b> <input type="checkbox"/> Program Staff <input type="checkbox"/> Operations/Admin Staff <input type="checkbox"/> Upper Management/Leaders	<b>I am participating as a:</b> <input type="checkbox"/> Parent leader <input type="checkbox"/> Community partner <input type="checkbox"/> Other:
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ABRIDGED VERSION				
PILLAR 1: FAMILY-CENTERED				
Agencies prioritize and champion engaging parents as partners and leaders as a central strategy to achieving positive, equitable outcomes for children and their families.				
Commitment: How is the agency's commitment to authentically engaging parents represented in agency communications, policies, and resource allocation?				
Not Evident	Developing	Progressing	Integrated	
<input type="checkbox"/> There are no family engagement activities or programs.	<input type="checkbox"/> Family engagement is viewed as a distinct program or tacked onto existing programs.	<input type="checkbox"/> Agency has a definition of parent engagement, a defined strategy and multiyear goals.	<input type="checkbox"/> Leaders regularly talk to staff about the importance and benefits of building trusting relationships with all adults that matter in child's life.	<input type="checkbox"/> Don't Know/ N.A.
<input type="checkbox"/> There is no funding for family engagement.	<input type="checkbox"/> Family engagement efforts expand and contract depending on grant funding.	<input type="checkbox"/> Core parent engagement efforts sustained from year-to-year, and increase when grant funds allow.	<input type="checkbox"/> Leaders prioritize parent engagement in the agency budget and allocate resources to ensure consistent programming.	<input type="checkbox"/> Don't Know/ N.A.
Capacity: How has the agency expanded its capacity to effectively support parent engagement?				
Not Evident	Developing	Progressing	Integrated	
<input type="checkbox"/> Program staff do not have the time, training, or support to engage families effectively.	<input type="checkbox"/> At least one staff member working directly with parents has sufficient time, flexibility, training, and support to build trusting relationships with parents and respond to their interests and needs.	<input type="checkbox"/> Program staff includes a small parent engagement team dedicated working with parents and increase their engagement; supervisors mostly understand and support their roles.	<input type="checkbox"/> All agency staff are expected to understand importance of engaging parents, including fathers; front-line staff have specific expectations outlined in their job descriptions; supervisors provide staff with training and professional development, coaching, mentoring, and reflective practice to help them continually increase	<input type="checkbox"/> Don't Know/ N.A.

# Methods to Gather Parent Perspectives

- What mechanisms are we currently using to solicit parent input?
- Can any of these be used to inform our coordination efforts?
- Can we build on or adapt an existing method to support our coordination work?

## Family Voices: Family Engagement in Systems Assessment Tool (5 pages)



### Domain 1: Commitment

Commitment means that the organization routinely engages with family leaders in all systems-level initiatives that affect the policies and programs that govern services for children, youth, and families.

The statements below ask about how the organization demonstrates its overall commitment to family engagement.

**NOTE:** The Commitment domain assesses an organization's overall commitment to ensuring that family leaders are engaged in systems-level changes that affect the services and supports children, youth, and families receive. When you respond to the items in the Commitment domain, think about the organization as a whole.

In my experience:	Never	Rarely	Some-times	Usually	Always	Not Sure/ Not Applicable
1. The organization uses written policy that requires family engagement in systems-level initiatives.	0	1	2	3	4	
2. The organization has one or more champions of family engagement.	0	1	2	3	4	
3. The organization acknowledges the contributions family leaders make to systems-level initiatives.	0	1	2	3	4	
4. The organization's budget includes funding for the family leaders' time and/or other costs they incur (for example, travel, childcare).	0	1	2	3	4	
5. The organization provides adequate time for staff to implement changes that result from family engagement in systems-level initiatives (for example, educating staff about new policies).	0	1	2	3	4	

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# Summary of Self-Assessments within Toolkits

- [HV CoIIN 2.0 - Parent Leadership Toolkit](#)
  - Readiness Assessment for Parent Involvement and Leadership on pg. 6
  - [HV CoIIN - State or LIA Team Assessment for Parent Leadership](#)
- [CSSP - Parent Engagement and Leadership Assessment Guide and Toolkit](#)
  - Comprehensive
  - Abridged
  - Questions for Grantmakers, Policy Advocates, and Capacity-Builders
- [Family Voices - Request for the Family Engagement in Systems Assessment Tools \(FESAT\)](#)

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# Group Discussion

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# Group Discussion

- Are parents currently involved in your home visiting coordination efforts? If so, please describe.
- How might you use or adapt the self-assessments to determine your starting point for building parent leadership in coordination?
- Can you set a goal/action step of accomplishing a self-assessment of parent engagement in your coordination efforts by the time we meet next month?



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# Thank You!

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