Family Involvement and Leadership

June 27, 2013
10:00 – 11:30 a.m.

Today's Path
We will discuss today:

1. Awareness of current efforts
2. Understand the Progression of Leadership
3. Recognize Readiness Indicators
4. Understand the Value of developing Family Leaders

Sample of Colorado's Efforts

- JFK Partners – LEND Program
- Children’s Hospital Colorado Grassroots Advocacy
- Family Voices Family Navigators
- Federation of Families – Advocacy
- Colorado Developmental Disabilities Council
- PEAK Parent Center
- Family Leadership Training Institute (FLTI)

Harvest Various Perspectives

Diverse perspectives leads to:

1. Greater efficiency
2. Few duplications
3. Increased satisfaction

Multi-Systemic Experience

Family Leadership
An intentional shift from a dependency model to an empowerment model.
All levels of Leadership are Valuable!

Partnerships are critical at all levels.

Readiness Indicators

- **Inner Ring** – Clinical or direct service focused
- **Mid-Ring** – Community focus such as schools, neighborhood
- **Outer Ring** – Policy focus, understands broad context and impact.

Community Ring Indicators

- Work with local family leaders to develop a community forum or training
- Support local family leaders to attend community meetings on behalf of your school or agency
- Provide space in your building for families to have a support group meeting
- Feature the story of a family contribution on your website, Facebook page or newsletter.
- Include families in developing your satisfaction surveys
- Collaborate with other schools or agencies to create and provide a list of local support groups to all families

Inner Ring Indicators

- Offer classes on child development or parenting tips
- Work with a family to develop an IEP or a 504 Plan
- Support families with referrals to community resources
- Participate as a tutor for improving a student’s academic goals
- Provide a list of local support groups available in the area

Outer Ring Indicators

- Your budget reflects funding to support professional development for a myriad of family leaders
- Include families when reviewing satisfaction surveys
- Empower family leaders to recommend policy changes as a result of surveys/assessments
- Once a family leader is part of your QI team, establish guidelines to receive consistent reports — i.e. monthly reports, strategic plans, policy recommendations, etc.

- Provide a specific Scope of Work for your family leader
- Provide funding for families to attend state and national trainings
- Prepare talking points with family leaders to deliver at legislative hearings
- Provide continuous access to mentoring
- Utilize family leaders as consultants for development of your Needs Assessments
### Steps and Challenges
- Identifying family leaders
- Planning opportunities
- Training/mentoring family leaders
- Garnering resources
- Retaining commitment

### Keep Quality in Mind
- It's about partnership, not service
- Family Leaders are part of the Workforce as content experts

### Anticipate Barriers
- Families wary of agencies
- Staff uncertain of family competence
- "What's in it for me?"
- Confidentiality
- Lack of resources

### Key Learning
Leadership is critical at all levels – from the kitchen table to the policy table!

### Imagine When….
- Families ask questions – from the exam table to the policy table
- Family Leaders partner in every region in your State
- All grants written and reviewed with skilled Family Leaders
- Constituency of families is strong on the steps of your Capitol
- MCH Leadership competencies are reflected by Family Leaders

### CYSHCN…in perspective
The Next Generation of Leaders!

Can you grasp the significance?

Unprecedented Time of Change

- Health Care Reform
- Consumerism
- Life Course Theory
- Technology

The Multi-Dimensional Perspective

“Who were you the day before you received the diagnosis.”

Family leaders are equipped with a professional skill set - an evolution of skills, knowledge, experience and opportunities braided with ongoing dedication to improving systems.

The Power of Contribution

When adopting a strength-based approach, the contribution of families becomes part of the assessment.
Track the Contributions
Develop a mechanism to track the contribution and outcomes of family leadership activities.

- Advisory Councils
- Legislative drafts
- Testimony
- Research
- Policy Development
- Messaging
- Mentoring

Explore Innovation
Every encounter with a family is an opportunity to cultivate skills that lead to their empowerment and contribution.

Develop a mechanism to track the contribution and outcomes of family leadership activities.

Key Learning
The next generation of leaders understand the power of contribution.

Diversity leads to Innovation
Exploring diverse perspectives will broaden paths to innovation.

Family partnerships equate to democracy
Civic Engagement is a core value:
- Equal voice
- Strategy to minimize disparities
Top 10 Things
Explore how you can promote partnership:
1. Meaningful Mentoring
2. Include Family Leaders in staff development activities
3. Understand how the Life Course Theory support Family/Professional Partnerships

10. Remember… Your budget is your policy statement!

Top 10 Things
Explore how you can promote partnership:
4. Acknowledge and cultivate emerging leaders – including youth
5. Promote Family Leaders as part of the MCH Workforce
6. Develop and sustain Family Advisory/Family Partnership Council

In times of doubt and concern, we are called to examine what we could do differently.

Key Learning

Demonstrate Strong Leadership

Remember the LEAD in Leadership!

Top 10 Things
Explore how you can promote partnership:
7. Promote partnership not just participation
8. Conduct Self-Assessment of yourself and/agency
9. Keep the Public in Public Health and the Humans in Human Services
Activate your Leadership!

*Behaviors deliver outcomes.*

Comments from Maria

- **Leadership**
  My long term role as a parent leader

- **Education**
  How I learned new tools to succeed with my child, family and community

- **Motivation**
  The desire to make a change in my life

Family Leadership Training Institute

Leadership Development with Civic Skills
1. 20 Sessions
2. Community Project
3. Over 400 Colorado graduates as of 2013
4. Over 3,000 graduates nationally - founded by the Connecticut Commission on Children

Two Graduates Today

- Maria Castillo – Denver HCP and a graduate of the 2013 FLTI class in Adams County

- Joellen Camden – Community volunteer and a graduate of the 2013 FLTI class in Arapahoe/Douglas County

Comments from Joellen

- Daughter’s injury
- Feeling lost in the system
- Motivated to keep trying
Family Leaders are content experts with layers of experience that complement a professional skill set.

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