Family First

Leadership Advisory Council

February 5, 2021

Agenda

1. Review and input on Georgia's prevention & family strengthening theory of change

2. Family First governance structure and stakeholder engagement strategies
    - *Develop communication mechanisms with key constituent groups*

3. Upcoming Family First work

4. Final updates and next steps

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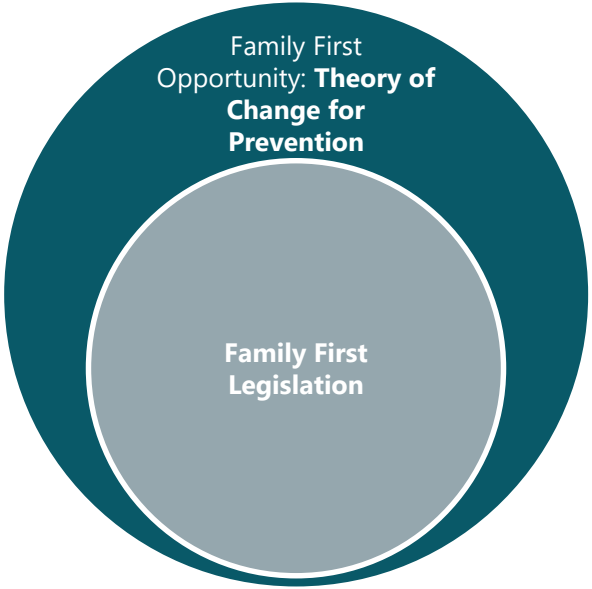
Prevention & Family Strengthening Theory of Change

Scope & Purpose

The Prevention & Family Strengthening Theory of Change:

- Reflects DFCS's **vision** for strengthening families and preventing child maltreatment in Georgia and a strategic **roadmap** for getting there.
- Incorporates **Family First as a central strategic lever** for system transformation—woven into a **broader strategy**.
- Illustrates DFCS's *Family First Opportunity* for prevention and family strengthening.



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Theory of Change

As we review the theory of change, we'd like you to think about a few questions:

1. Does this vision for family strengthening in Georgia **make sense** and **resonate** for you?
2. Is anything **missing** or **unclear** in the Theory of Change?
3. How do you expect that our **key constituent groups** will respond to this theory of change?

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Georgia's Child & Family Well-being System – Prevention and Family Strengthening

VALUES

- Children have the right to form and maintain stable and healthy attachments with family and supportive adults.
- All children deserve to be safe from harm.
- Children and families are served best in communities that cohesive, empowered, and supported.
- Child welfare is at the center of a network of agencies and community-based actors collectively responsible for child safety and family well-being.
- Our workforce is a valuable asset and must be empowered to help us achieve our vision.

EFFORTS

Increase community capacity

SOH, FCP, CAA

Empower diverse partners in communities to coordinate on the design and delivery of supports and services to enhance the well-being of local children and families.

Expand & align Georgia's continuum of EBPs

Family First

Strengthen and expand Georgia's array of community-based evidence-based mental health, substance abuse, and parenting services in alignment with local children and families' needs.

Broaden access to intensive interventions

Continuum of care expansion

Increase funding and access to intensive interventions for children & youth with significant symptoms resulting from behavioral health and developmental disability issues.

SHORT TERM RESULTS

Communities proactively support families

Emerging child and family needs are proactively met in their communities before a crisis occurs.

Family needs are addressed in communities

Children and families in need are served through effective interventions in their homes and communities that align with their needs.

LONG TERM RESULTS

Families are well, children stay safe

Prevent unnecessary child welfare involvement.

Communities are healthy, supportive, and full of opportunity.

Reduce risk of child maltreatment.

Improved family well-being, reduced repeat maltreatment

Deeper penetration into the child welfare system is prevented.

Reduce repeat maltreatment.

Safely reduce foster care entries.

Foundations for system transformation

Strong stakeholder partnerships

Authentic partnerships with statewide and community partners, private providers and stakeholders.

System coordination & integration

Clear roles and coordinated efforts across DFCS, sister agencies, and providers.

Investing in social workers

Reduced paperwork and administrative burdens.

Robust training and coaching to support and enhance workers' core social work skills.

Strong & supported workforce

Increased capacity to engage, assess, and serve families in a manner that is individualized, responsive, and family-led.

Integrated fiscal strategy

Use data to actively understand child & family needs.

Create an integrated fiscal strategy that braids funding to boost and align resources accordingly.

Targeted, effective investments

Targeted and effective approach to outcomes improvement.

IMPACT

Communities and families are strengthened and empowered

Families have increased resiliency, self-sufficiency, stability, and lasting connections.

Every family gets the right level and type of intervention.

Communities and families share power in planning and decision-making

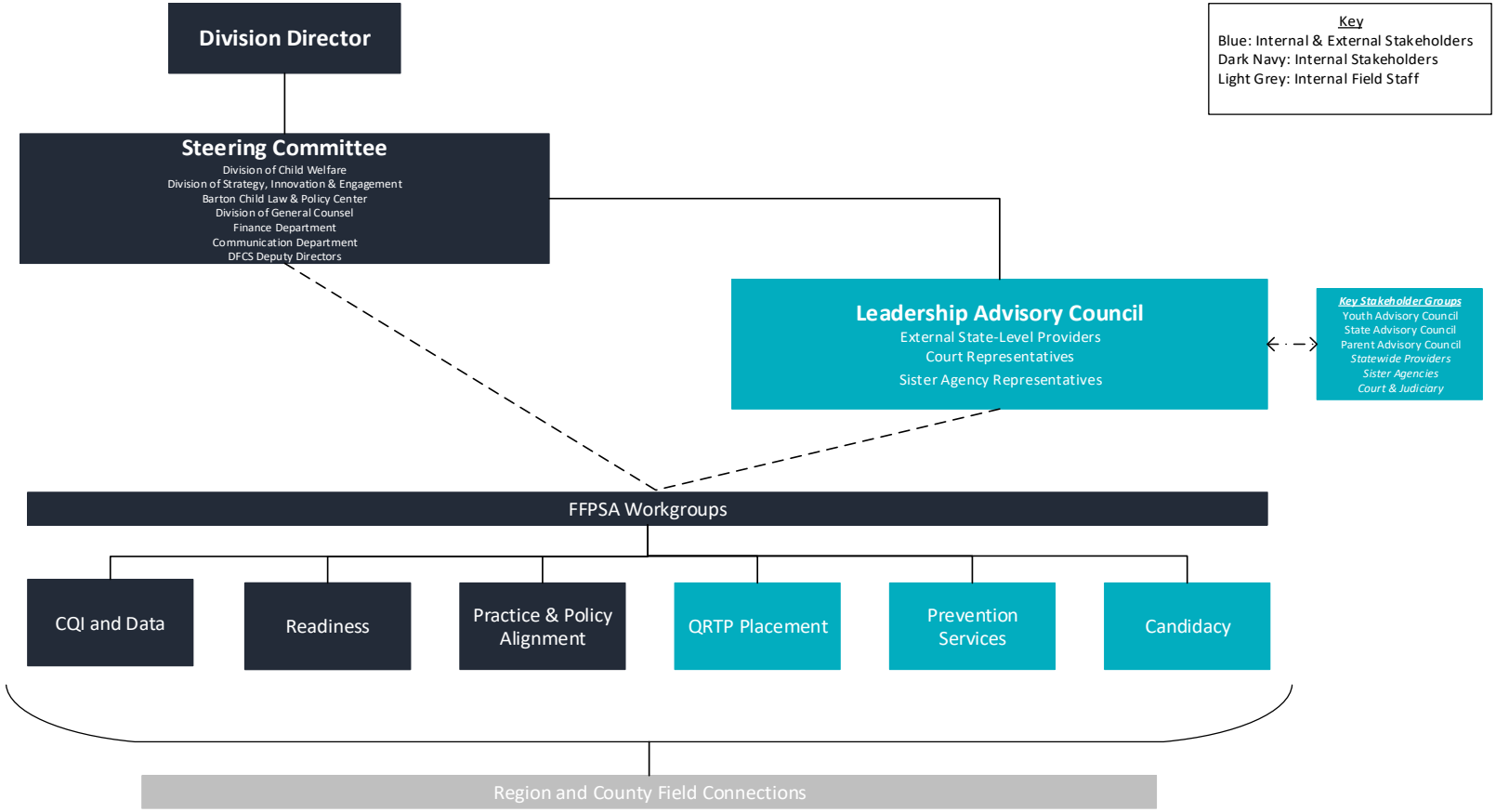
Governance Structure and Stakeholder Engagement

Our approach…

In partnership with Chapin Hall, the DFCS team developed a comprehensive and inclusive approach to the governance and implementation structure for Family First, including:

- Revised governance structure and visual
- Articulated key Family First workgroups
- Enhanced mechanisms for stakeholder engagement

Family First Governance Structure



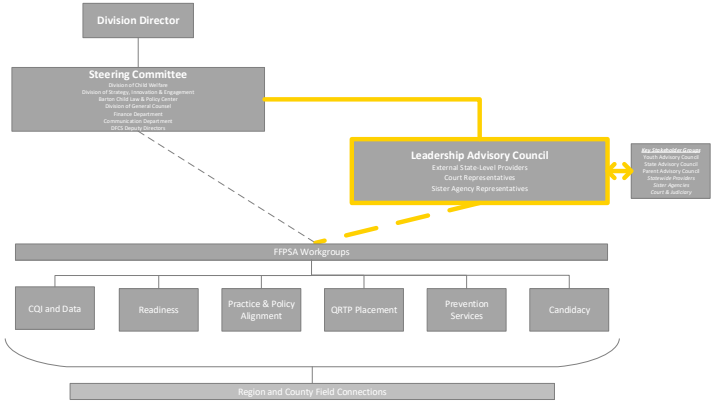
Leadership Advisory Council

Charge

The Leadership Advisory Council is a broad stakeholder group comprising representatives from the state's Local Departments of Social Services, state level providers, family and youth representation, and other community stakeholders. The group convenes regularly to obtain status updates and provide critical input on planning and implementation of key strategic priorities underway as part of DFCS's system transformation, with Family First as a central lever for strategic change. The group focuses on areas requiring broad external input, including but not limited to candidacy considerations, preventive evidence-based service array and family support services. The Leadership Advisory Council is charged with making recommendations to the Steering Committee and engaging child welfare system stakeholder groups to guide the planning and implementation efforts necessary for the successful fulfillment of the requirements of the Family First Prevention Services Act.

Information Flow and Decision Making

The Leadership Advisory Council receives updates from the Steering Committee and the Workgroups to provide targeted feedback, direction and strategy to enhance collaboration across planning bodies and amongst external stakeholders. The group reviews recommendations from the workgroups and provides feedback on outputs. Key members of the group act as representatives of their constituent group to disseminate information and facilitate feedback loops between the Leadership Advisory Council and the larger community of stakeholders.



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Governance Structure and Stakeholder Engagement

Family First Workgroups

Candidacy Workgroup is responsible for reviewing and providing input on DFCS's current candidacy definition and for gaining an active understanding of the characteristics and service needs of the Family First Target Population.

CQI and Data Workgroup is charged with designing and implementing CQI systems to monitor and improve Family First services.

Practice & Policy Alignment Workgroup is responsible for identifying necessary changes to the state policy and SHINES database to align with Family First requirements and promote successful implementation of the legislation in Georgia.

Prevention Services Workgroup is charged with informing DFCS's vision and plan for expanding and aligning preventive services statewide to fully leverage the Family First opportunity.

QRTP Placement Workgroup is responsible for guiding and carrying out its charge by using data, collection and synthesis of information, and input from stakeholders to inform and drive implementation of QRTP system change and practice improvement.

Readiness Workgroup, a key regional feedback loop, is responsible for partnering with the Steering Committee to complete Georgia's Family First Readiness Assessment, then identifying and implementing action steps to promote statewide readiness for Family First implementation.

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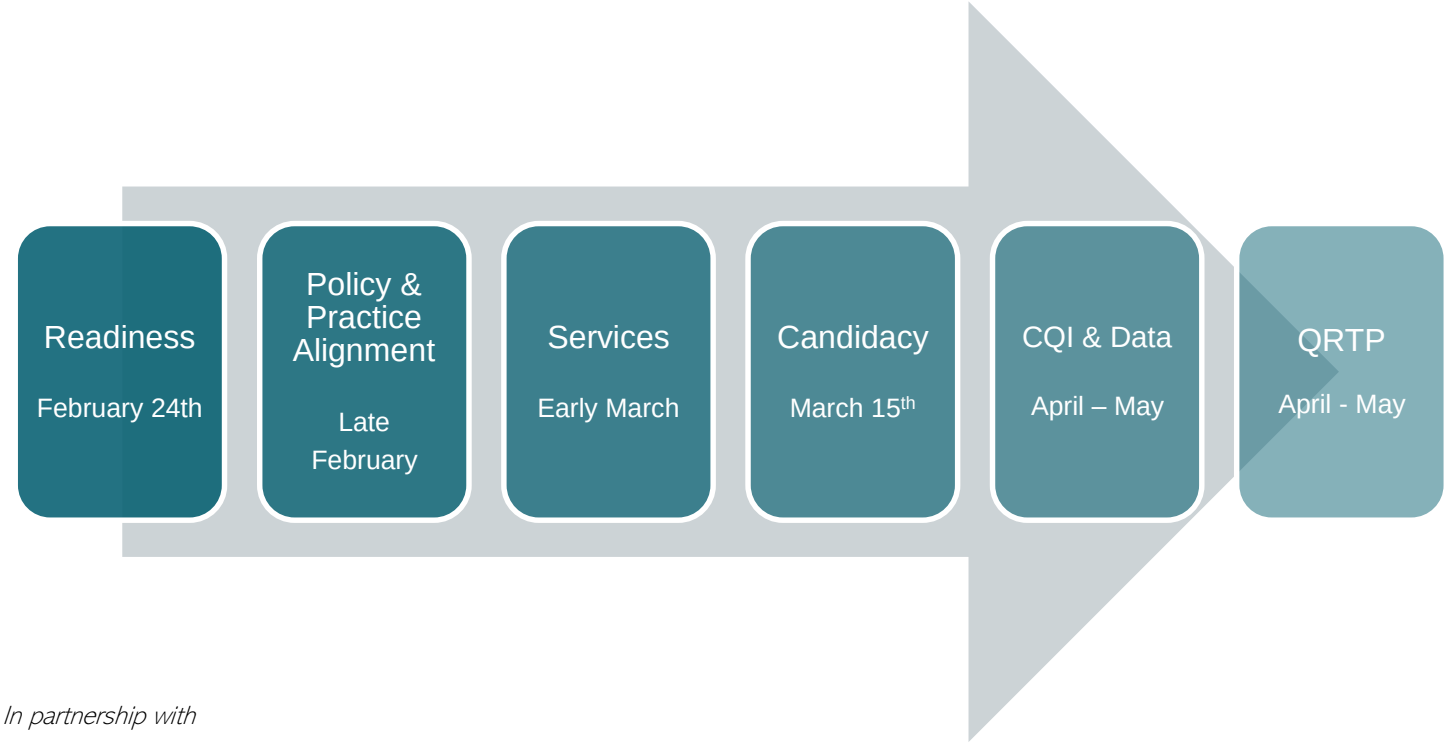
Governance Structure and Stakeholder Engagement

Family First Workgroups Timeline



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Governance Structure and Stakeholder Engagement

Engagement Strategies

- External stakeholder engagement is facilitated through the Leadership Advisory Council. Members are representatives of their key constituent groups and are tasked with disseminating information about key aspects of Family First planning and obtaining feedback on key decisions.

  - Potential Strategies: Leverage existing meeting forums, listservs, regional meetings, educational video clips, open presentations, focus groups, surveys.

Governance Structure and Stakeholder Engagement

Let's develop a strategy for communication…

You will be asked to disseminate information and obtain input on Family First to your constituency group.

1. How do you communicate the broader department's vision to staff and obtain buy-in ensuring that it is operationalized into practice?
2. What mechanisms do you currently have established that could be leveraged for this purpose (e.g., regular meetings, listservs, or other forums)?
3. Is it necessary to develop new communication mechanisms to reach some constituency groups (e.g., focus groups, surveys, meetings)? If so, how can DFCS help?
4. Which key constituency groups will be most challenging to reach? How can this challenge be addressed?

Upcoming Work & Responsibility

Review of Workgroup Outputs

The group convenes regularly to obtain status updates and provide critical input on planning and implementation of key strategic priorities underway as part of DFCS's system transformation, with Family First as a central lever for strategic change.

Candidacy Definition

In the next meeting, we will review the final output of the Candidacy Workgroup: Georgia's Family First target population definition. The LAC is tasked with reviewing the candidacy definition and providing feedback that will be communicated back to the Steering Committee.

Final Updates and Next Steps

Qualified Residential Treatment Programs

- IMDs- coordination with DCH
- Ongoing provider meetings

Next Meeting