

## Massachusetts ECCS Family Support Leadership Project

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## MECCS Approach to Family Support and Parent Education

- Built on MDPH history and approach
  - Parent education inseparable from family support
- Identified key stakeholders' shared interests
  - Best practices, training, and opportunities for parent leadership
  - Leaders, front line providers, families
- Convened Family Support Subcommittee
  - Public-private partnership, co-chairs

## MECCS Family Support Subcommittee Vision & Goals

- In a truly comprehensive EC system, family support services are strengths-based, and early childhood care, education and health programs are family focused
  1. Statewide vision for family support
  2. Consistent and effective policies
  3. Make the "vision visible"

## Leadership Pilot

- Leadership capacity is first step to impacting direct service delivery *and* broader change
- Process
  - Include family "leaders" in leadership teams
  - Train 3 teams in leadership approach of Cornell's Family Development Credential (FDC)
  - Teams develop plan to infuse family development approach
  - Teams implement plan and create systems change at local level

## Pilot Goals: Making the Vision Visible in 3 Communities

GOAL 1: Build capacity of community-based leadership to plan, implement and coordinate family-strengths based service delivery.

GOAL 2: Increase connections and collaboration across community organizations in serving the same families.

## Pilot Goals

GOAL 3: Increase capacity of family support programs to have a child development/parenting support focus and of early childhood programs to have a family centered/parenting support focus.

GOAL 4: Document the early, developmental stages of community-based, systemic change efforts based on family support principles.

## Partners in Implementing Training

- MECCS: funder, RFR, TA
  - \$25,000 for each of 2 years (\$8,333 per team)
- Children's Trust Fund: training
  - Instructors, portfolio review, certificates
- United Way of Massachusetts Bay
  - Funded pilot documentation by Evaluation Analysis Solutions

## Three Community Teams

- Team: 5 members:
  - Lead Agency: 2 senior managers and 1 family member
  - Collaborating agencies: senior managers
  - Stipend to support family participation
- Variety of programs represented:
  - EI, ECE, family center, community health center, social services agency, CCR&R

## Challenges

- Curriculum not as adaptable as hoped
- Participation Issues:
  - Family and work issues for family leaders
- Varied leadership levels across teams
- Major reorganization of one agency
- Different goals of funding partners, teams
- Evolutionary nature of change

## Opportunities and Successes

- Training team used FDC approach to address participation issues
- MECCS FSS family leaders as mentors
- Powerful bond across teams
  - Built in joint meetings in year 2 plans
- Reinforced FDC approach and gave time to reflect, focus on strengths, plan

## Year 2 Community Plans

- Team 1: Train cross-agency Community Engagement Team (CET) and other leaders in FDC and cultural competence
- CET provide joint outreach for multiple community-based FS and EC literacy agencies
- Team 2: Survey, review and train across 3 agencies re: cultural competence
- Team 3: Plan and implement cross agency FDC training in multi-service agency undergoing major family-centered paradigm shift

## Documentation

- United Way of Mass Bay funded
  - Evaluation Analysis Solutions, Inc
- Elements:
  - Pre and Post training attitudes to FS
    - Positive shift, even in short time
  - Focus groups and interviews
  - Review portfolios and year 2 plans



## Continued Documentation

- How does paradigm shift "ripple out"?

