

FOCUSING ON ACTION: STRENGTHENING FAMILIES SELF-ASSESSMENT JUNE 2022 UPDATES FOR THE LIBRARY PARTNERSHIP RESOURCE CENTER

Elizabeth Snow, Cherie Kelly & Mikaela David-John

The Strengthening Families Self-Assessment (SFSA) Process

The purpose of the SFSA process was to evaluate Library Partnership Resource Center (LPRC) practices, programs, and services based on the Strengthening Families Protective Factors Framework. The LPRC's SFSA team consisted of 2 direct service staff members, 5 community collaborators from partner organizations, and 4 community ambassadors who utilize services and programs at the LPRC. Team members completed a survey with questions related to the implementation of each protective factor at the LPRC. This team then came together for critical discussion to assess survey results and develop action items to address any gaps in programs, services, or Resource Center practices. LPRC staff have been working hard to implement action items with available resources and staff capacities. Updates and plans for implementing action items have been categorized into four key themes determined by the LPRC SFSA team and are summarized in this report. These key themes are:



- **Theme One:** Support parent connections with informal peer mentors, other parents with similar experiences, and parent-led groups.
- **Theme Two:** Build cultural capacity through staff trainings, access to translation, and diverse representation.
- **Theme Three:** Increase parent engagement by improving messaging to the community, removing barriers to program attendance, and engaging with fathers/male caregivers.
- **Theme Four:** Amplify community member voices in advisory council leadership, conferences and community meetings, and providing feedback on LPRC services.

Since completing the initial SFSA process, LPRC staff have focused on enhancing services and supports associated with all four themes. Some action items rely on the completion of other action items, such as the need to establish a Parent and Community Advisory Council before involvement of council members can be addressed. Action items were developed while discussing the team's Strengthening Families Self-Assessment Tool results and are listed in this report with their associated protective factor, however in some cases action items may overlap with another protective factor or theme. It is important to recognize that attainment of select action items may be impacted given staff capacities and/or available resources. However, LPRC staff, community partners, and community ambassadors will continue to work collaboratively to make the best use of available resources to complete pertinent action items and improve services and programs at the LPRC.

Core Meanings of the Center for the Study of Social Policy's Protective Factors

1.

Parental Resilience¹

Managing stress and functioning well when faced with challenges, adversity, and trauma.

2.

Social Connections¹

Positive relationships that provide emotional, informational, and spiritual support.

3.

Concrete Support in Times of Need¹

Access to concrete support and services that address a family's needs and help minimize stress caused by challenges.

4.

Knowledge of Parenting and Child Development¹

Understanding child development and parenting strategies that support physical, cognitive, language, social, and emotional development.

5.

Social and Emotional Competence of Children¹

Family and child interactions that help children develop the ability to communicate clearly, recognize and regulate their emotions, and establish and maintain relationships.

¹ Center for the Study of Social Policy. (2015). Core Meanings of the Strengthening Families Protective Factors.

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LPRC'S ACTION ITEM KEY THEME UPDATES



THEME ONE: SUPPORT PARENT CONNECTIONS WITH INFORMAL PEER MENTORS, PARENTS WITH SIMILAR EXPERIENCES, AND PARENT-LED GROUPS.

Parental Resilience Action Item: Continue involvement of peer mentors in future LPRC programs and events.

Action Item Update: During the Spring of 2022, the LPRC held multiple events that involved peer mentors and encouraged parent attendees to connect with one another. These included a Mother's Day event (Mommy's Day Off: Spring Brunch), financial fitness workshops (Fight for Your Money), an employment conference and job fair (Re-Entry Conference), and Parent and Community Advisory Council Info Sessions.



ACTIONS TO FOCUS ON MOVING FORWARD

The following action items will continue to be focused on with updates provided semi-annually.

Social Connections Action Item: Develop a confidential and trusted process for asking parents who access services if they would like to be connected with other parents with similar interests and/or experiences.

Knowledge of Parenting & Child Development Action Item: Future Parent and Community Advisory Council could poll parents to assess if there is an interest in parent-led discussion and support groups, and if not, assess what the barriers or reasons for a lack of interest may be.

LPRC'S ACTION ITEM KEY THEME UPDATES



THEME TWO: BUILD CULTURAL CAPACITY THROUGH STAFF TRAININGS, ACCESS TO TRANSLATION, AND DIVERSE REPRESENTATION.

Parental Resilience Action Item: Continue with current efforts to expand LPRC's ability to provide services and information in other languages (primarily Spanish).

Action Item Update: Rack cards with information about PSF's Family Resource Center services have been translated into Spanish and are available at all locations including LPRC.

Parental Resilience Action Item: Continue and expand targeted advertising of job postings to ensure open positions are seen by more individuals who reflect the cultural groups served by the LPRC and other Resource Centers.

Action Item Update: Efforts have been made to increase diversity of places where jobs are posted including Gainesville Black Professionals Association, all social media outlets, and the Library Partnership Job Board.

Parental Resilience Action Item: Work with PSF leadership to pursue possible trainings led by partner organizations (such as the Pride Center of NCFL and the Rural Women's Health Project).

Action Item Update: PSF arranged to have Proximity People host an equity and inclusion training for resource center staff. Also, the LP Family Support Facilitator and Director of Resource Centers participated in a training to help further develop language access procedures for the LPRC and other resource centers. In addition, several resource center staff including leadership participated in a racial equity workgroup started and supported by PSF and facilitated by national expert Corey Best of Mining for Gold.



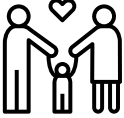
ACTIONS TO FOCUS ON MOVING FORWARD

The following action item has been updated since the PSF Racial Equity Workgroup, after meeting for close to two years, is no longer actively meeting. This action item with similar goals will continue to be focused on with updates provided semi-annually.

Parental Resilience Action Item: Talk with the PSF Racial Equity Workgroup about opportunities and goals for training in cultural awareness and working with diverse families, especially for Resource Center staff.

Parental Resilience Action Item (Updated): Continue encouraging participation in training in cultural awareness and how to improve work with diverse families.

LPRC'S ACTION ITEM KEY THEME UPDATES



THEME THREE: INCREASE PARENT ENGAGEMENT BY IMPROVING MESSAGING TO THE COMMUNITY, REMOVING BARRIERS TO PROGRAM ATTENDANCE, AND ENGAGING WITH FATHERS/MALE CAREGIVES.

Parental Resilience Action Item: Build on existing communication methods to improve messaging and increase awareness of the LP Resource Center as a trustworthy place that treats parents with respect and acknowledges their strengths.

Action Item Update: On May 19, 2022, PSF launched a “Family Resource Centers” Facebook page. This page helps spread awareness and boost key messaging to community members. Throughout the year we have continued to build upon our Family Listserv which provides ongoing updates via email to families about programs, events, and resources available. The listserv is currently distributed to about 450 families.

Parental Resilience Action Item: Collaborate with community partners who have successfully engaged fathers and other male caregivers to gather insight and ideas for improving engagement at LPRC.

Action Item Update: LPRC hosted a Father’s and Men’s Appreciation Gift Giveaway, where fathers, father figures, and men in general were invited to visit LPRC, enjoy refreshments, connect with one another, and receive a t-shirt and gift bag. Attendees who provided feedback on a brief survey had a chance to win raffle prizes. To organize this event, male community partners were engaged to provide guidance and helped facilitate the event to create a warm and welcoming environment for men. Additionally, PSF staff have talked with Pastor Gerard Duncan, a leader in supporting involved fatherhood in Florida, about leading an upcoming training for staff on improved engagement with fathers.



ACTIONS TO FOCUS ON MOVING FORWARD

The following action item will continue to be focused on with updates provided semi-annually.

Parental Resilience Action Item: Work with PSF and Library leadership to address barriers to providing more child activities during LPRC programs and events.

LPRC'S ACTION ITEM KEY THEME UPDATES



THEME FOUR: AMPLIFY COMMUNITY MEMBER VOICES IN ADVISORY COUNCIL LEADERSHIP, CONFERENCES AND COMMUNITY MEETINGS, AND PROVIDING FEEDBACK ON LPRC SERVICES.

Social Connections Action Item: Continue current efforts to develop the existing CAC into a Parent and Community Advisory Council for the LPRC. Hold an interest meeting for potential members by the end of 2021.

Action Item Update: The LPRC hosted two "Neighbor Meet, Greet, and Connect" events in February 2022. Parents and community members were invited to learn about how to join the Parent and Community Advisory Council. Food, gift cards, and supervised activities for children were provided. Our current Family Support Facilitator also participated in the Parent Advisory Council training with the National Family Support Network.

Social Connections Action Item: Increase completion of LPRC satisfaction surveys by creating the option to complete surveys digitally. Display a QR code for the surveys on signs and flyers in the Resource Center.

Action Item Update: A digital version of the survey is available and a flyer with a QR code is now displayed on the bulletin boards inside the LPRC. Additional processes have been put in place internally with staff which have increased the collection of satisfaction surveys including providing satisfaction surveys during regular and annual events and putting them at the reception desk.



ACTIONS TO FOCUS ON MOVING FORWARD

The following action items will continue to be focused on with updates provided semi-annually.

Parental Resilience Action Item: Pursue using grant funds to have parent and community leaders attend relevant conferences and trainings.

Parental Resilience Action Item: Invite parent and community leaders from the SFSA team and future PCAC to attend and/or present to policy makers during annual grantee meetings and policy meetings.

THE LIBRARY PARTNERSHIP RESOURCE CENTER

912 N.E. 16TH AVENUE, GAINESVILLE, FLORIDA 32601 | 352-334-0160

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