

FOCUSING ON ACTION: STRENGTHENING FAMILIES SELF-ASSESSMENT JULY 2023 UPDATES FOR THE LIBRARY PARTNERSHIP RESOURCE CENTER

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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 individually completed a survey related to the implementation of each protective factor at the LPRC. Team members 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. The 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, 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. 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, action items may overlap with another protective factor or theme. Some action items may also 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. Updates are provided on a semi-annual basis and cover their respective six-month reporting period. While there are updates for many of LPRC's action items, it is important to recognize that progression of action items may have slowed due to significant staff changes at LPRC over the last 6 months. However, new LPRC staff, community partners, and community ambassadors will continue to work collaboratively to make the best use of available resources to complete 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. Concrete Support in Times of Need**
Access to concrete support and services that address a family's needs and help minimize stress caused by challenges.
- 2. Social Connections**
Positive relationships that provide emotional, informational, and spiritual support.
- 3. Social and Emotional Competence of Children**
Family and child interactions that help children develop the ability to communicate clearly, recognize and regulate their emotions, and establish and maintain relationships.
- 4. Knowledge of Parenting and Child Development**
Understanding child development and parenting strategies that support physical, cognitive, language, social, and emotional development.
- 5. Parental Resilience**
Managing stress and functioning well when faced with challenges, adversity, and trauma.

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.

Knowledge of Parenting & Child Development Action Item: The 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.

Action Item Update: With LPRC experiencing significant staff changes over the past 6 months, the creation of the Parent and Community Advisory Council has been postponed. An introductory meeting for the Parent and Community Advisory Council was held on May 31st at Library Partnership. This was the first meeting to gauge interest in joining and to discuss what the PCAC is.



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: Continue involvement of peer mentors in future LPRC programs and events.

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.

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 the LPRC's ability to provide services and information in other languages (primarily Spanish).

Action Item Update: Rack cards with information about PSF's Resource Center services continue to be available in Spanish at all locations, including the LPRC. Monthly calendars are now available in Spanish. The LPRC has brought on a part-time volunteer who speaks Spanish fluently and can assist with translation services as needed. A local organization, the Rural Women's Health Project, is piloting a language line, where individuals can call in to help with translation services which could be accessed by LPRC staff and patrons as needed.

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 continue to be made to increase diversity of where job opportunities are posted, including at the LPRC job board and on PSF social media accounts. Jobs posted are currently taken from Indeed, CareerSource's Hot Jobs, and vacancies from our partner organizations. LPRC staff connect patrons with CareerSource for job services as needed. The LPRC also hosts an employability and job re-entry conference to assist and encourage individuals to get back into the workforce.

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: In January 2023, all PSF resource center staff participated in a virtual LGBTQ+ training conducted by All Children – All Families. In March 2023, PSF staff participated in a De-Escalation Training provided by the Alachua County Crisis Center. Opportunities for a de-escalation training more applicable to the resource center staff will be explored.

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 encouraging participation in training in cultural awareness and how to improve work with diverse families.

Action Item Update: In January 2023, all PSF resource center staff participated in a virtual LGBTQ+ training conducted by All Children – All Families. An ‘All Are Welcome’ sticker is posted at the front door of the LPRC, reminding patrons that anyone is welcome and can access services. In March 2023, PSF staff participated in a De-Escalation Training provided by the Alachua County Crisis Center to work with those who may be experiencing a crisis. More diversity and cultural awareness trainings will be explored in late 2023.

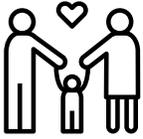


ACTIONS TO FOCUS ON MOVING FORWARD

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

Social Connection Action Item: Create a document that itemizes steps currently being taken to reduce stereotyping and bias (i.e., review of policies and documents, training, and Racial Equity Workgroup meetings).

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 LPRC as a trustworthy place that treats parents with respect and acknowledges their strengths.

Action Item Update: The LPRC's listserv has increased to over 650 families that receive updates and information regarding events, programs, and resources. Additionally, due to the closure of the Cone Park Resource Center, this number is expected to greatly increase. LPRC staff send out the monthly calendar to patrons informing them of upcoming programming. All information is posted on PSF's social media accounts, reaching over 10,000 followers across platforms. The LPRC works with Library leadership to promote information regarding the Resource Center on the Library's website and blog.

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 the LPRC.

Action Item Update: The LPRC planned and hosted a Chill and Grill Father's Day event, (postponed to July 22nd due to inclement weather), for male caregivers. Community partners joined to provide food, music, and information for father's and male caregivers. LPRC staff continue to encourage male participation in events and services.

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

Action Item Update: The managers of the Library Partnership Branch and the LPRC meet monthly to discuss programming opportunities and upcoming events. The LPRC provided childcare during the Mother's Day Off: Spring Brunch and the four-day financial literacy course Fight For Your Money. During the summer, the LPRC offers the Strong Kids Summer Education and Enrichment Program that incorporates various child enrichment activities including Capoeira, African Drums, New Worlds Reading Initiative, and more.

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: LPRC staff have re-introduced and advertised the PCAC to patrons and community members, particularly during the Brunch and Learn series events. Past PCAC members have been contacted and encouraged to participate in a new iteration of the PCAC. An interest meeting was held at LPRC on May 31st, however, staff report no patrons were in attendance. There are plans to revisit the development of the PCAC in late 2023.

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: Printed satisfaction surveys are available at the reception desk at all hours and staff encourage patrons to complete the survey when they access services. Surveys are also accessible via a QR code and are sent out via a JotForm link to patrons. LPRC staff and interns encourage completion of satisfaction surveys after consultations, while at the front desk, and in line during food distributions.

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

Action Item Update: LPRC staff have re-introduced and advertised the PCAC to patrons and community members, particularly during the Brunch and Learn series events. Past PCAC members have been contacted and encouraged to participate in a new iteration of the PCAC. An interest meeting was held at LPRC on May 31st, however, staff report no patrons were in attendance. There are plans to revisit the development of the PCAC in late 2023. The SFSA process will also be repeated in late 2023.



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.

THE LIBRARY PARTNERSHIP RESOURCE CENTER

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