

FOCUSING ON ACTION: STRENGTHENING FAMILIES SELF-ASSESSMENT JANUARY 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 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. 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 Factors¹

- 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

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



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: The LPRC manager is planning to reintroduce events including a Mother's Day event (Mommy's Day Off), financial fitness workshops (Fight for Your Money), and an employment conference and job fair (Re-Entry Conference), within the next 6 months to provide patrons the opportunity to connect and engage with one another.

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.

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. Cone Park Resource Center is piloting the PCAC process to ensure viable implementation at other resource centers. There are plans to revisit the development of the PCAC in 2023.



ACTIONS TO FOCUS ON MOVING FORWARD

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

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



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 Resource Center services continue to be available in Spanish at all locations including LPRC. Ongoing efforts are currently being made to locate additional resources for our Spanish speaking patrons.

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, on PSF social media accounts, and the Gainesville Black Professionals Association. Jobs posted are currently taken from Indeed, CareerSource's Hot Jobs, and vacancies from our partner organizations. Staff are also developing relationships with recruiters to bring more job opportunities to patrons.

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 is currently planning a webinar focused on LGBTQ+ topics for all staff in January. LPRC's Family Support Facilitator completed a training hosted by the Gainesville Immigrant Neighbor Inclusion (GINI) Initiative and the Rural Women's Health Project in July 2022 that focused on working with diverse families.

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

Action Item Update: In June 2022, all LPRC staff participated in an equity and inclusion workshop through Proximity People. LPRC's Family Support Facilitator completed a training in July 2022 by the Gainesville Immigrant Neighbor Inclusion (GINI) Initiative and the Rural Women's Health Project on providing culturally competent, linguistically accessible services to work with diverse families. More trainings will be explored in 2023.

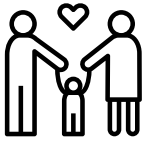


ACTIONS TO FOCUS ON MOVING FORWARD

Social Connections 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

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



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

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: LPRC's listserv has increased to over 550 families that receive updates and information regarding events, programs, and resources. The LPRC Manager and Community Research Coordinator will periodically remove inactive email addresses from the listserv. All information is posted on PSF's social media accounts, reaching over 10,000 followers across platforms. 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 LPRC.

Action Item Update: Events focused on fathers and male caregivers, such as the Father's and Men's Appreciation Gift Giveaway, are being planned for 2023.

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 LPRC meet monthly to discuss programming opportunities and upcoming events. Providing childcare during events, such as the Mommy's Day Off Mother's Day event, will continue and be expanded. LPRC has hosted events such as the Afterschool Holiday Party and the Cookies and Cards Valentine's Day Party that provide activities for both children and their parents.

LPRC'S ACTION ITEM KEY THEME UPDATES

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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: With LPRC experiencing significant staff changes over the past 6 months, the creation of the Parent and Community Advisory Council has been postponed. Cone Park Resource Center is piloting the PCAC process to ensure viable implementation at other resource centers. There are plans to revisit the development of the PCAC in 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: A digital version of the survey continues to be available and a flyer with the QR code is displayed inside LPRC. Printed satisfaction surveys are available at the reception desk at all hours and staff encourage patrons to complete the survey when they access services.

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: With LPRC experiencing significant staff changes over the past 6 months, the creation of the Parent and Community Advisory Council has been postponed. Cone Park Resource Center is piloting the PCAC process to ensure viable implementation at other resource centers. There are plans to revisit the development of the PCAC in 2023.



ACTIONS TO FOCUS ON MOVING FORWARD

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

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