

Meeting Notes
Family Success Alliance Council Meeting
Monday, August 28, 2017
Whitted Human Services Building, 2nd Floor, Hillsborough

In attendance:

Council: Delores Bailey, Ric Burton, Mia Burroughs, Nancy Coston, Jen Della Valle, Alice Denson, Eric Guckian, Rydell Harrison, Cordelia Heaney, Jackie Jenks, Liska Lackey, Annette Lafferty, Marc Marcoplos, Beatrice Parker, Robin Pulver, Alesia Sanyika, Aviva Scully, Sarah Vinas, Jenn Weaver, Dorothy Cilenti

Absent: Charles Blackwood, Sharon Freeland, Sherrill Hampton, Jake Henry, Maria Palmer, Damon Seils, Luke Smith, Michael Steiner

Staff: Melvyn Blackwell, Mariela Hernandez, Coby Austin, Allison Young, Kristen Prelipp, Meredith McMonigle, Brittany Bullock, Angela Clapp, Antonia Cortes Sanchez, Juliet Sheridan, Claudia Yerena, Dominika Gazdzinska, Erika Cervantes, Rebecca Crawford, Rose Byrnes, Donna King

Welcome and Key Organizational Updates

Rydell began the meeting with a welcome. He acknowledged new Zone Navigators, and they introduced themselves. He invited Council members to share agency reports and/or updates. Rydell provided an overview of the agenda for the meeting.

Rydell introduced the newest council members: Beatrice Parker, a former zone 6 navigator, and Alesia Sanyika, Family Engagement Manager with Orange County Head Start / Early Head Start.

Coby discussed the Impact Report and its highlights. She noted summer enrichment and K-readiness programs' impact on education as a highlight. The growth of the Navigator program was also a distinctive highlight. She discussed how The Herald Sun is interested in writing a story on FSA as it relates to the impact report. Coby pointed out how the Impact Report data reflects situations faced by the zones, for example food insecurity.

Coby discussed how the Impact report doesn't provide comprehensive reports on goal indicators (aka GPRA). The GPRA data will be shared with the Council at the next council meeting. Focusing on these data helps us track the impact of FSA on population level indicators and keeps the measures geared towards those goals identified in FSA's strategic plan.

Coby invited the Council to provide feedback on the findings of the Impact Report. Council members noted how they liked the layout of the report, and how easily it is to read and understand. Members also noted how they admired the notations of housing data and number of partners and staff who participated in racial equity training. Coby will get with Nancy to follow up on Nancy's suggestion of resources that families who struggle with food insecurity can utilize.

Coby announced an FSA Collaborative Fundraising Workshop on Wednesday 8/30 from 8:30am to 3:30pm. She explained the objective is for FSA partners to develop a collaborative way of fundraising that encompasses and supports FSA’s mission, beliefs, and values.

Meredith provided a brief update on FSA extended learning opportunities from last summer. This year marks the 3rd year of the Ready for K program. She noted how this past summer, the program was in both Zones for a full day. She discussed how partnering with Carrboro ArtsCenter provided programming with professional artists for Zone 6. Zone 4 summer programs were school based and entailed an ongoing partnership with DEAPR. FGP will be evaluating and collecting data and will report out soon on this year’s evaluation. Meredith reiterated the significance of the DSS financial contribution, which allowed about 125 families to enroll their children into summer camps.

Innovation Grant Report

Rydell noted that Northside Elementary representatives couldn’t not be here today to present. Coby explained they did provide a written report, and she will share it with the council.

Work Group Breakout Session

Coby identified the work groups and their meeting locations in the room. She explained how break-out sessions are geared to reviewing the progress of the strategic plan and provide recommendations on pending action items. The break-out sessions groups were divided by goals: 1, 2, 4, & Community Engagement/Equity.

Report-Out and Gather Input on Work Group Action Items

Each group had note takers to record what each group discussed. The noted discussions by group are as follows.

Goal 1
Goal 1, Indicator 1, Action Step a & b: A list of recommendations for FSA expansion into early childhood were reviewed by the committee. The recommendations include: 1) Expand FSA Navigator program to identify and triage families from prenatal to kindergarten in the zones, periodically assessing their strengths, interests, and needs in the context of relationships. The navigator would collaborate with service providers to bridge any gaps that prevent parents from accessing or engaging in services that would help them reach their goals and strengthen their families. <ul style="list-style-type: none">• <u>Discussion on recommendation 1</u> – The main goal is for FSA to enlist 15 families with 0 to 5 year old children, being aware of not inundating families with too many support programs. 2) Increase FSA collaboration with and referrals to existing early childhood parenting and home visiting programs Capacity to do this will be enhanced once FSA begins to enroll families with children 0-5. DSS has already expanded the eligibility requirements for families to enter into the Community Response Program and the (county-funded) Adolescent Parenting Program, both of which provide strengths-based parenting support through home visits and are able to provide that support at a dosage that corresponds with a family’s preference <ul style="list-style-type: none">• <u>On recommendation 2</u> - Alexa is a prevention worker with DSS who does parenting classes. Molly

from DSS focuses on teen parents who have had a second child, as they do not qualify for the adolescent parenting classes anymore; she has the capacity to serve more FSA families.

- 3) **Conduct a systematic analysis of potential governmental and institutional policies that could create a more family-friendly environment**, especially in the worksites and environments that most impact families who are struggling to make ends meet. Make recommendations for policy improvements.
- 4) **Peer Support Groups**. Partner with a community-based agency to provide parent support groups, focusing on priority groups identified by FSA navigators, such as single moms and fathers
 - **On recommendation 4** - Navigator Angela says there are not enough mental health resources in Hillsborough that provide home-based support. She would like to see peer support groups or have a Cardinal mental health provider. Angela discussed the particular challenges faced in the Gateway Community. She also commented that navigators can be leaders for peer support groups.
- 5) **Expand & replicate Making Connections Provider Training** to enhance service providers' knowledge of community strengths and supports so they can better address the interconnected needs of families. This would be an in-depth informational session on services available, including adult mental health, that teaches about different agencies and resources, breaking down network silos and correcting misinformation. Integrate the information in other training opportunities, as well.
- 6) **More systematic connection between academic year programs (e.g., PreK, Head Start) to summer programs**
- 7) Explore a partnership to provide **"baby boxes" and newborn supplies to new parents**

Goal 1 Work Group Participants decided to endorse the recommendations presented, with the expectation that the TBD items (#4, #6, #7) will be filled out and costs will be researched and estimated.

Goal 2 Group: Aviva, Rebecca, Donna, Mariela, Brittney, Rydell Harrison, Ric Bruton, Eric Guckian

Discussion notes:

Goal 2 Working Group Discussion

The Goal 2 Working group provided updates on each action step, and then discussed priorities for the next strategic planning cycle as related to **academic resources, mental health services, and school attendance**.

Indicator 1: Improving EOG testing scores

Action Step A: Academic programing for students.

- Zone 4: Aviva asked the group for clarification on why we are including older kids in the measures (8th grade) if we are not directly intervening. **It seems there is less of a less direct focus on older children and academics as there is on social and emotional wellbeing (ie camp and partners)**. This was discussed later in the meeting when the group talked about next steps and Rebecca provided the perspective that **although we may not always immediately be touching middle school students, 8th grade outcomes are important to track as a long term goal**. Mariela added that **we are already working with siblings in middle schools, so these topics have already come up**.
- Zone 6: Rydell discussed progress in CHCCS in work that is developed to **prevent summer slide with students in 4th and 5th grade**. FPG elementary used a comprehensive 8 week camp model for enrichment and to build literacy skills. Rydell **hopes this approach will help move the needle by 3rd grade, as they have already seen a large growth in student performance**.

Action Step B: Mental Health Services in Orange County

- Rebecca reported out on the **mental health needs assessment and analysis completed in Fall**

2016. She discussed the resulting **recommendations as the following:**

1. Restore funding for mental health services for birth to age 5 (not included in this RFP – will be examined in future reviews)
 2. Provide greater (i.e. more, higher quality care) in-school mental health services in K-12th grade
 3. Improve community’s ability to access services (e.g., know: who to call, what number to call, when to call)
- Rebecca then discussed an **RFP for a Mental Health Specialist Consultant**. She would like to have input from different stakeholders as we review RFP. **The tasks that this consultant would be given include:**
 1. An inventory of existing mental health services in Orange County (sub, mh, etc) – contact information, how do youth typically access, what is their capacity, utilization data, providers, types of providers, etc
 2. A systems Map of mental health services- in flow and out flow of existing services – what are the barriers to services? How can we improve? The group discussed existing resources, and how we would want to pull them together rather than re-inventing the wheel (Healthy Carolinians, Cardinal Innovations).
 3. Work with OCS and CHCCS to improve methods of care for students- CHCCS has begun this work and hope to expand to OCS
 - **Places the group recommended to share the RFP included** recent UNC Grads (public health, social work, etc), school listservs, School Social Workers, UNC School of Government, and Aviva mentioned Wendy Stuart as a potential, retired social worker.

Action Step C/D: Screening for Mental and Behavioral Health Services

- Group agreed that **a tool that would help Navigators assess children as eligible or good candidates for referrals for these services would be useful for not only Navigators but other agencies as well.**

Action Step E: Mental Health Support through El Futuro

- Rydell discussed how successes from El Futuro are reflected in the Impact Report, **but important to highlight need as well, as there is more to be done.** Mariela agreed, saying many families are still unable to reach services due to transportation, and also many adults do not have insurance.

Indicator 2: Increase middle school attendance

Action Step A & B: Tracking, Examining, and Promoting Student Attendance

- Rydell mentioned how the **ESA have national guidelines** about to be put in place and it is predicted that **attendance will come up** for our two school districts as a priority with specific actions in place to implement. **These plans will be available in November/December.**
- Donna and Aviva explained from past experience, that we know that **tracking attendance data can be challenging and nuanced. Attendance is most often a symptom of other issues.**
- Rydell shared how CHCCS had discussions around excused vs unexcused absences, and came to the conclusion that **“absence is absence” in CHCCS**, any days missed are days of instruction that are not received. Eric shared that the **NC Foundation on Early Childhood** (contact Tracy Zimmerman), focused on early childhood attendance and may have indicators or measures to look at as well.

Looking Forward, thoughts and recommendations

- ✚ Rydell asked the group for thoughts as we go into Spring and the **next round of strategic planning.**
- Mariela gave some thoughts on how we should **track qualitative data from parents, stories.** She shared several of those stories: *25 kids in summer camps, and 5 of them were in tae kwon do. Two of the kids were shy and sad to leave their parents at the beginning, and by mid-summer they were saying bye to parents and ready and excited to be at camp. The mother wanted to write a thank you because their child learned discipline and self-esteem. Four kids went to tumble gym and it was noticeable that kids lost*

weight, and the kids take parents to the park now to play with them. Kids were very excited. Tina was wonderful at tae kwon do.

- Aviva mentioned that looking forward, **we should think about re-visiting and assessing parent/family needs.**
- Rydell mentioned that looking forward, we want to look more at **recruitment for K readiness camp.**
 - Rydell reflected on k camp, and mentioned a key takeaway was how schools found it difficult to recruit participants. Realized recruiting from daycare centers actually takes revenue from them as children go to 4 weeks of k camp. Therefore, **good to think about how we can build pre-school capacity and perhaps offer trainings or other resources to those teachers to build relationships.** Could connect to star rating system.
 - Mariela explained how **some parents couldn't register kids at Lincoln center because didn't have paperwork necessary to complete K registration.** Therefore, those barriers also affected K readiness attendance. 4 kids did not participate in K readiness because didn't have documents to register at the Lincoln center because of red tape and strict rules. Appears to not be an equitable process. **Rydell and Mariela will check in offline about this challenge of registering.**
- ✚ Rydell asked the group for thoughts on the **expansion of zones / Navigator services.**
 - **Mariela told the group how it is frustrating to turn families away from the Navigator program.** She gets calls, and often get information about families who are out of the zone, but struggling. FPG kids may live other places, but go to a zone school, and thus may enroll, but then there are kids who are a quarter mile out of zone and cannot get Navigator support.
 - **Donna mentioned that all schools want to engage with parents, and suggested we use them** to look at how we can reach out and coordinate with parents and **help families be more comfortable coming to school resources.**
 - **Aviva discussed limitations of social workers in playing the navigator role.** She said school social workers do occasionally attend appointments with parents outside of school, but can't have personal touch the Navigators have due to other responsibilities. They also have to battle stigma of calling DSS if needed, etc.
 - **Rydell shared a solution that CHCCS has found with "parent ambassadors."** They are bringing on 6 parent ambassadors and providing a small stipend. This is a way the schools are learning from Navigator Program. Mariela is one of the new parent ambassadors.
 - **Donna shared insights on how FPG families pulled together and created some resources for fellow parents.**

Goal 4 Group: Sarah Viñas, Cordelia Heaney, Alice Denson, Annette Lafferty, Jackie Jenks, Mark Marcoplos, Antonia Cortes-Sanchez, Claudia Yerena, Juliet Sheridan

1. Updates from the last meeting for the Strategic Plan
 - a. In the Strategic Plan, "where families naturally gather" — it would be good to also add community events like the Latino festival, major community events, Music Festival
 - b. If partners know of community events, send to Nancy for inclusion in the FSA newsletter
 - c. Chapel Hill Public Library has a new mobile library, the Circulator. It can be booked to appear at community events and neighborhoods by navigating to this link:
<http://chapelhillpubliclibrary.org/the-circulator/>
 - d. In the Chapel Hill/Carrboro Food for Summer Program, a lot of the sites had lower numbers; those programs are now thinking about site locations, how kids were enrolled in camps and

might have gotten lunch that way. These reflections may be helpful in planning the next Gateway Summer Meal Program.

- e. Housing next steps: what additional info does the group need?
 - i. The \$5 million bond passed, a little over half has already been awarded, and next fall the county will award the rest of it and maybe a little more too. This bond and funding is one of the first times that rentals have been included in this sort of project. Money can be used for rehab as well as new builds.
 - f. FSA didn't get staff person for college savings account program, so that's on hold for now.
- 2. Update on Mobile Home Park Survey
 - a. The Navigators are working on administering the survey to their families. In general, they've found that the community is willing to share but afraid to share personal information. They're afraid they might be relocated at any moment, since there are lots of rumors about getting kicked out and that the owner will sell the property to developers.
 - b. Key takeaway: Many residents are undocumented.
 - c. Many of the families are also skeptical that this survey will lead to help for them or change in their circumstances. They haven't had help from anyone before, and don't know who to trust.
 - d. Barriers to housing: documentation status, not willing to go to apartment buildings (have children, and can't have kids running around, no green areas)
 - e. Community development dollars—could rehab mobile homes, but for renter it's difficult (had to look at income of owner and renter and the owner might sometimes have to contribute)
 - f. Rebuilding Together might be a good partner for this work
 - g. Probably rehab will go further than new build, without the red tape
 - h. Critical Home Repair with the county—a lot of the mobile homes aren't worth saving and so therefore don't qualify.
 - i. County is considering buying land
 - j. One model for action: Dan from Charlottesville Habitat recently finished a mobile home park redevelopment project where half is mobile homes and half is middle class housing
 - i. The link to more information is here: <http://cvillehabitat.org/sunrise>
- 3. Strategic Plan Discussion
 - a. What were challenges and successes of the planning process and implementation of the final plan?
 - i. Meeting was well-organized, broke up into groups and answered questions with concrete action steps
 - ii. Some indicators were more long-term than others
 - iii. Having a timeline is a good idea—some partners are long-term solutions organizations, and other partners are more short-term
 - iv. Also thinking about control issues—reading to kids 3 times per week vs. getting a better job (can't control job market but can increase number of times they're reading)
 - v. Would be nice to look at other opportunities for us to address financial concerns of our families—be more creative
 - b. Next strategic planning process: recommendations for success
 - i. Thinking about the whole family—what do we do with young adults/high schoolers/college kids (thinking about school to prison pipeline)
 - 1. College readiness—parents need help navigating paperwork, etc.
 - 2. Is there something like VITA for the parents who can help them navigate?
Important that the parents can help with this as well

3. Getting parents to be more involved in the kids education (think of the teachers as having sole responsibility to educate the kids)
 4. Find out: what's already available in the schools? Are there any holes? Is the system not there or the marketing not there?
 5. What are we building out for older children? How do we address the families that stay on and keep getting more from participating in FSA?
 6. Many parents don't see a future for these children because they have DACA
- ii. Maybe we should have a focus in the strategic plans on services that affect undocumented families or mixed-status families
 - iii. Housing crisis is very important
 1. What is our long-term hope for our county?
 2. Unintended consequences of family and community development—our economy doesn't take care of people in order to help them be part of it
 3. Housing funds locked up in having permanent funding for people

Goal 5 Group: Delores Bailey, Liska Lackey, Jen Del Valle, Jenn Weaver, Beatrice Parker, Meredith McMonigle, Erika Cervantes, Melvyn Blackwell, Dominika Gazdzinska

Together as a group we went down the list that was provided to us.

Point B: One of the first suggestions that came up was that we need to find out Who Already Had a Racial Equality Training and who has not. This is important so that we are all on the same page with shared language and brain work. A follow up question by Jenn Weaver was that in the future we are going to ask ourselves "Awesome everyone got the training. Now what?" Meredith McMonigle responded that OCHD is participating in a program "Caucusing Lunches" where all the employees meet with a facilitator and work together to figure out what comes next after the training, and how do we make the change and apply what we have learnt. (Note: That might be something good to get the advisory council connected to)

Point C: Delores Bailey mentioned that Orange County struggles around Equity; it is difficult to find groups or organizations that have training and knowledge on Racial Equity so that we can learn from them (how they got there, been there, done that). Example: FOTM got involved with a program that provides lunches for children during summer. They had Gateway as their primary location since that's where a lot of people are in need but they did not have funding, so different organizations gather together to donate funding so that the children could receive free lunches. Meredith McMonigle said that majority of nonprofits are led by white women and it is hard to find organizations led by people of color. Jenn Weaver mentioned an organization called Beyond Expectation – which is located here in Hillsborough, by a couple Jeff and Charlene Campbell, two people of color, and they also get involved with the community, help with after school programs and Racial Equity.

Point D: What are some tools that we are able to use? Meredith mentioned that they have few tools that help with hiring and also different tools are being test out when it comes to Council Meeting decisions.

Point E: Demonstrate that FSA is trying to be part of Community. Have FSA tables with Navigators on different community events. Try to get things we have learned from Racial Equity translated towards refugee families.

Community engagement.

Some of the other things that came up:

- Navigators involved with home mobile surveys are a big plus, because families already know and trust them.
- Have actual parents involved in the council meeting; see if we can make meeting time more convenient to the parent. Maybe parents can have their own group at their own time and then choose one person to represent them in front of the council. Do a parent night out, where parents can address different issues and have FSA provide child care in the meantime. These meetings would be Navigator led with support
- Let politics know about FSA, everyone who is running for office in November should be aware of what FSA is and what it does.
- Brainstorm Ideas. Where we came from, where we are at, and where are we going. Make a time line (2014-2017-2020). Go even farther by 10 or 20 years.
- Graduation for Cohort 1 in 2027.
- Survey Students as they progress. How did the program help them? Where do you see yourself in 10 years? Plan after graduation?

Council Business

Rydell reminded everyone to turn-in their meeting evaluations. He then adjourned the meeting.