



Community Response

Training Module

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Community Response

Training Module

- Purpose of the Presentation
- First Step: What is Community Response?



What is Community Response?

- The Definition for Community Response project is simply defined as an alternative approach to traditional CPS (Child Protective Services)
- What is the Intent of a Community Response (CR)?



Traditional CPS Approaches

- Traditional CPS Services were not developed to assist families that do not have an immediate safety concern.
- Traditional CPS Services can be Adversarial and Alienating



Understanding the Community Response Approach

- The 6 Basic Elements of Community Response Projects
- Three Identified Difficulties with Understanding Alternative Response Projects.



Three Difficulties with a Community Response Project

- Different Terms and Definitions Utilized to Describe the Community Response Approaches
- Models Vary Due to State Policies and Legislation
- Absence of Comparable Data and Evaluations



Community Response Projects

- What are the 6 Basic Elements of a Community Response Projects?
- What is a "Community Response" project?



6 Basic Elements of a Community Response Project

- 1st Element: Establish a Community Coalition to Support Community Response Project
- Nevada's Differential Response Program

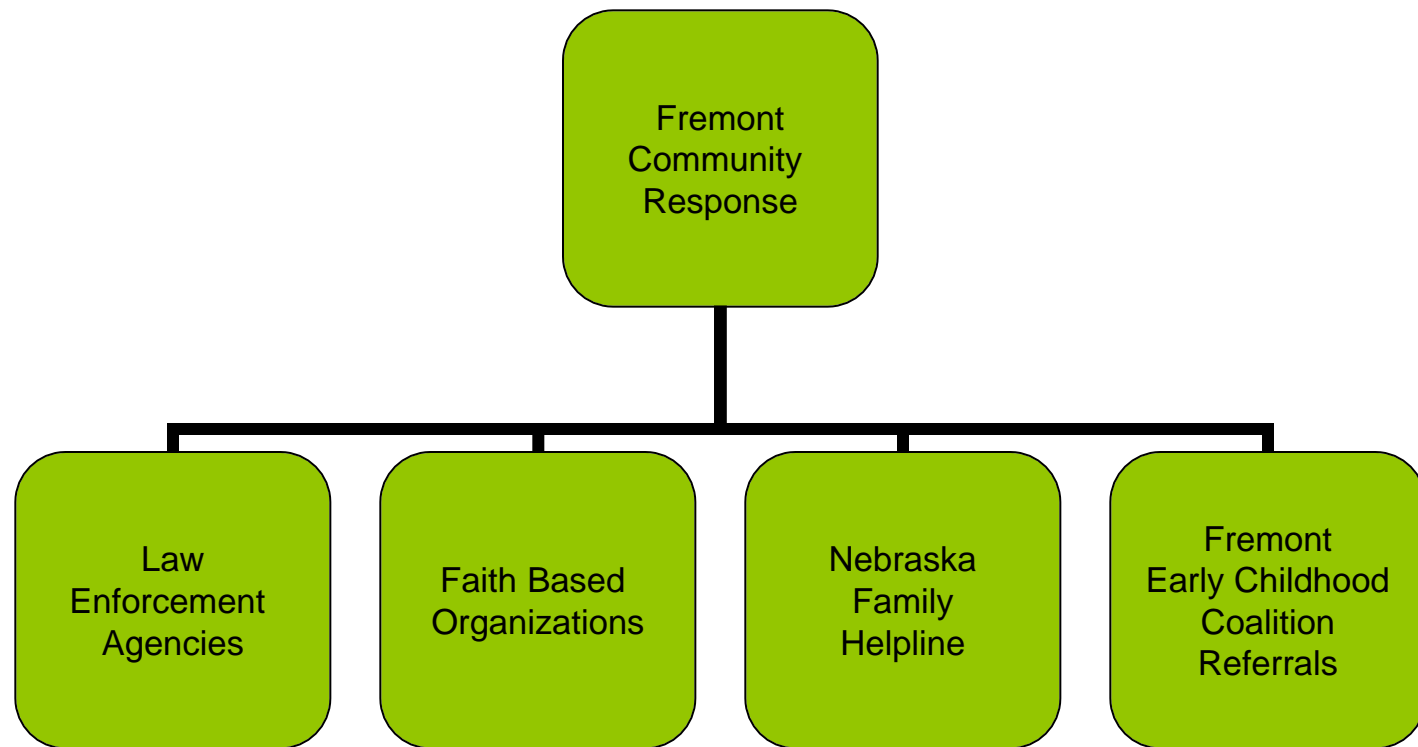


6 Basic Elements of Community Response Project - Continued

- 2nd Element: Target Population and Establishing “Pathways” for Services
- The 4 Pathways to CBAR Referral



2nd Element - Pathways



6 Basic Elements of Community Response Projects - Continued

- 3rd Element: Family Involvement with Community Response services is Voluntary
- 4th Element: Family Assessment Utilizing the Protective Factors Survey and a Community Needs Assessment

6 Basic Elements of Community Response Projects - Continued

- 5th Element: Team Meeting – Family Goal Determination
- 6th Element: Community Response Outcomes – “Prevention”



6th Element – CBAR Outcomes/Prevention

- Parental Resilience
- Social Connections
- Knowledge of Parenting and Child Development
- Concrete Support in Times of Need
- Social and Emotional Competence of Children
- Healthy Parent-Child Relationships

5 Reasons for Establishing a Community Response Approach

- Child Safety is Uncompromised
- Fewer New Child Maltreatment Reports
- Cost Effective in the Short & Long Term
- Families Receive Support Services more Quickly with Cooperation and Collaboration
- Families like the Approach



Establishing a Community Response Approach

- Remaining Presentation – Establishing a CBAR Project
- What Type of Leadership or Leadership Skills?



Establishing a Community Response Project

10 Leadership Skills

- Feedback, Coaching, Mentoring
- Assessment Skills/Use of Data
- Understand and Manage Power and Influence
- Understand and Promote Evaluation and Accountability
- Use of Evidence Based Influenced Practices

Establishing a Community Response Project

10 Leadership Skills - Continued

- Collaborative Leadership
- Develop and Sustain Networks and Coalitions
- Social Marketing Skills
- Strategic Planning Skills
- Grant Writing and Documentation Experience



Community Response Leadership Style

- Transformational Leadership Approach for CBAR Projects
- MultiFactor Leadership Questionnaire (MLQ)



Transformational Leadership Approach

- Transformational Approach
- Transformational Leader Description
- Traits of a Transformational Leader



Transformational Leadership - Strengths

- Widely Researched Leadership Approach
- Transformational Leaders have an intuitive appeal
- Treats Leadership as a Process
- Provides a Broader View of Leadership
- Substantial Evidence that Transformational Leadership is Effective



Transformational Leadership - Criticisms

- Lack of Conceptual Clarity
- Criticism in how Transformational Leadership is Measured
- Transformational Leadership – Is it a pre-disposed trait?
- Transformational Leadership Act Independently
- Values Change with this Leadership Approach



Transformational Leadership Approach Assessment

- The 10 Identified CBAR Leadership Skills, Assets, and Experiences with Transformational Leadership
- Multifactor Leadership Questionnaire (MLQ)



Community Response Leadership Style –

MLQ's 7 Areas of Leadership Behavior

- Idealized Influence (Charisma)
- Inspirational Motivation
- Intellectual Stimulation
- Individualized Consideration
- Contingent Reward
- Management-by-exception, and
- Laissez-Faire



Establishing a Community Response Project

The Six Tasks

Task 1: Establishing a “Community Response” to Support a CBAR Project includes:

- Educating and Increasing Awareness to the benefits of a CBAR Project in their community
- Organizing Potential Community Participants
- Establish a non-profit “Community Coalition”

Establishing a CBAR Project

The Six Tasks

Task 2: Target Population and Establishing
“Pathways” for Services

Task 3: Family Involvement with CBAR
services is Voluntary

Task 4: Family Assessment Utilizing the
Protective Factors Survey and a Community
Needs Assessment



Establishing a CBAR Project

The Six Tasks

- 5th Element: Team Meeting – Family Goal Determination
- 6th Element: CBAR Outcomes - Prevention



2 Critical Principles to a Successful Community Response Project

- Community Response Agencies must “Check their Ego’s at the Door”
- Keep the CBAR focused on Protecting Children by Strengthening and Supporting Families



Community Based Alternative Response

Questions...



- Please Save Questions for the “Q and A” session that we will have with the Fremont Community Response Panel

References

- Differential response [PowerPoint]. (2011). Casey Family Programs.
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- Loman, A. and Siegel, G. (2004). Minnesota alternative response evaluation final report. Retrieved from the Institute of Applied Research website: <http://www.iarstl.org>;
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