

MICAH PROJECTS INC



Breaking Social Isolation
Building Community

Embedding Child Aware Projects— Implementing change that lasts

Briannon Stevens & Alison Thorburn, Micah Projects



What's happening in this workshop session?:

- A teeny bit of info about a project
- Some resources to reflect on re implementation and change management frameworks
- Hands-on practice implementing coaching methods with a 'child aware' assessment tool



Who we are:

Micah Projects is a community organisation providing a range of support and advocacy services to individuals and families with a wide range of needs relating to homelessness, mental health, disability, historical abuse in institutions, domestic violence and social exclusion.



Domestic
and family
violence

Substance
misuse

Unemployment

Historical
abuse in
institutions

Mental
illness

Queensland

19,473 families with children accessed homelessness services in 2011-12

9,794 were children under 9, representing 23% of clients

7,602 children were in out-of-home care in 2011

5,795 children under 12 were the subject of a child abuse or neglect substantiation in 2011

Micah Projects

In 2012-13 Micah Projects supported 1114 children in 794 families.
19% were infants aged 2 and under
40% were children aged 5 and under

Approximately 31% of families working with the Family Support and Advocacy Team had contact with child safety services

The Brisbane Domestic Violence Service received 2384 calls for information and referral, and provided support and advocacy to 128 families with 240 children



What did we want to see change for vulnerable children and their parents?

- Improve the safety and wellbeing of children whose parents are Micah Projects service users
- Improve the skills and knowledge of staff in working with families and vulnerable children
- Enhance the organisational capacity to respond to the needs of vulnerable children and their families



The catch...

We knew that there were many vulnerable children accessing our services with their parents

We wanted to improve their outcomes from contact Micah Projects

But... we knew based on past experience that training staff wasn't enough...



And so we created a project and undertook these activities...

- Partnerships with the Parenting Research Centre, Griffith University and University of Queensland
- Development of evidence based Practice Framework and Practice Guide
- Research and evaluation: families and children – ‘research into practice’
- Structural and organisational changes – promoting integrated responses to the needs of families

BUT this time with a focus on effective IMPLEMENTATION



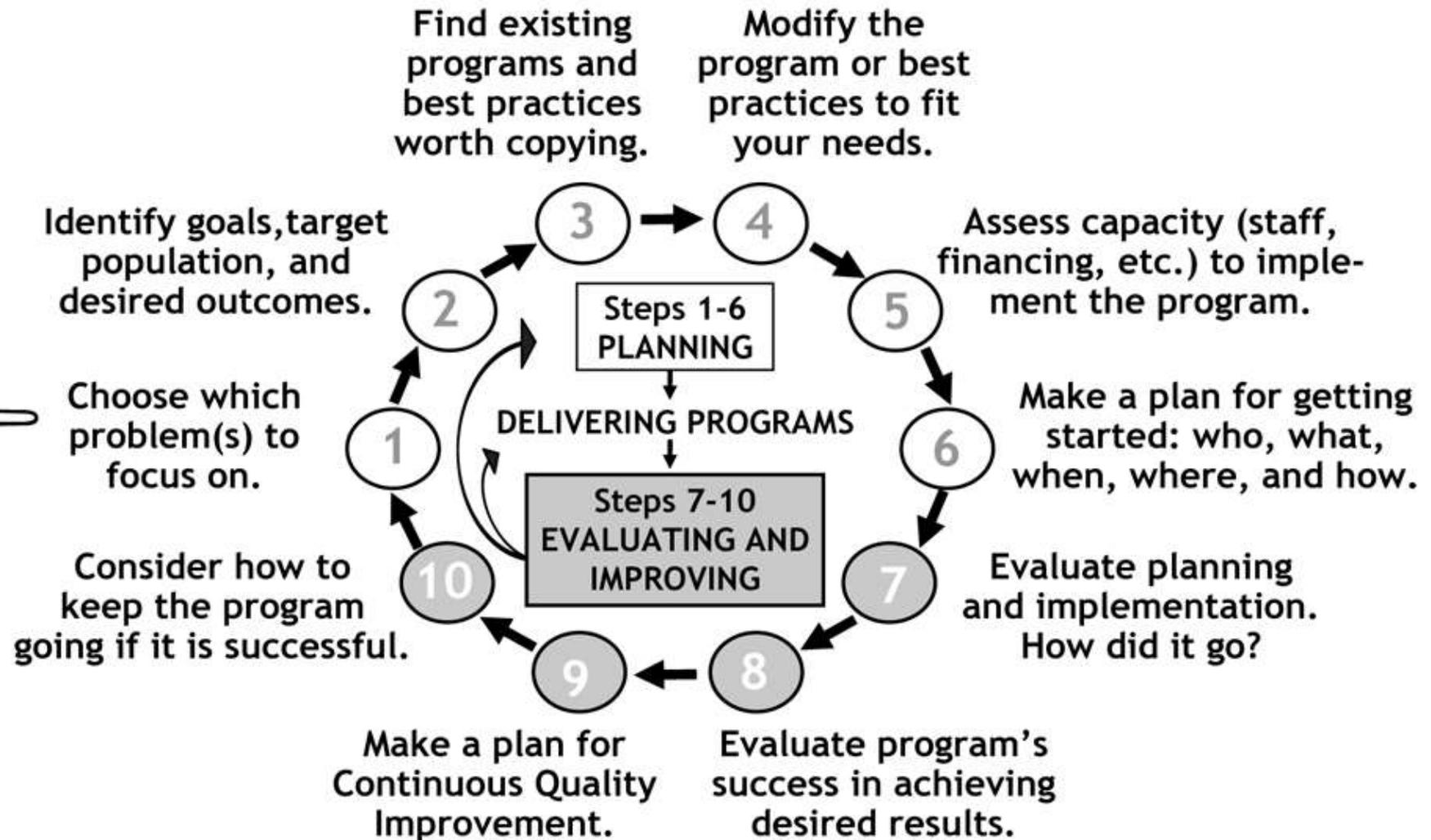
We were supported by the Parenting Research Centre to use implementation frameworks to guide us through a “set of planned and intentional activities that aim to embed practices within services to the benefit of families and children”



→ More information on the Parenting Research Centre approach to knowledge exchange and implementation –
www.parentingrc.org.au/index.php/sharing-knowledge

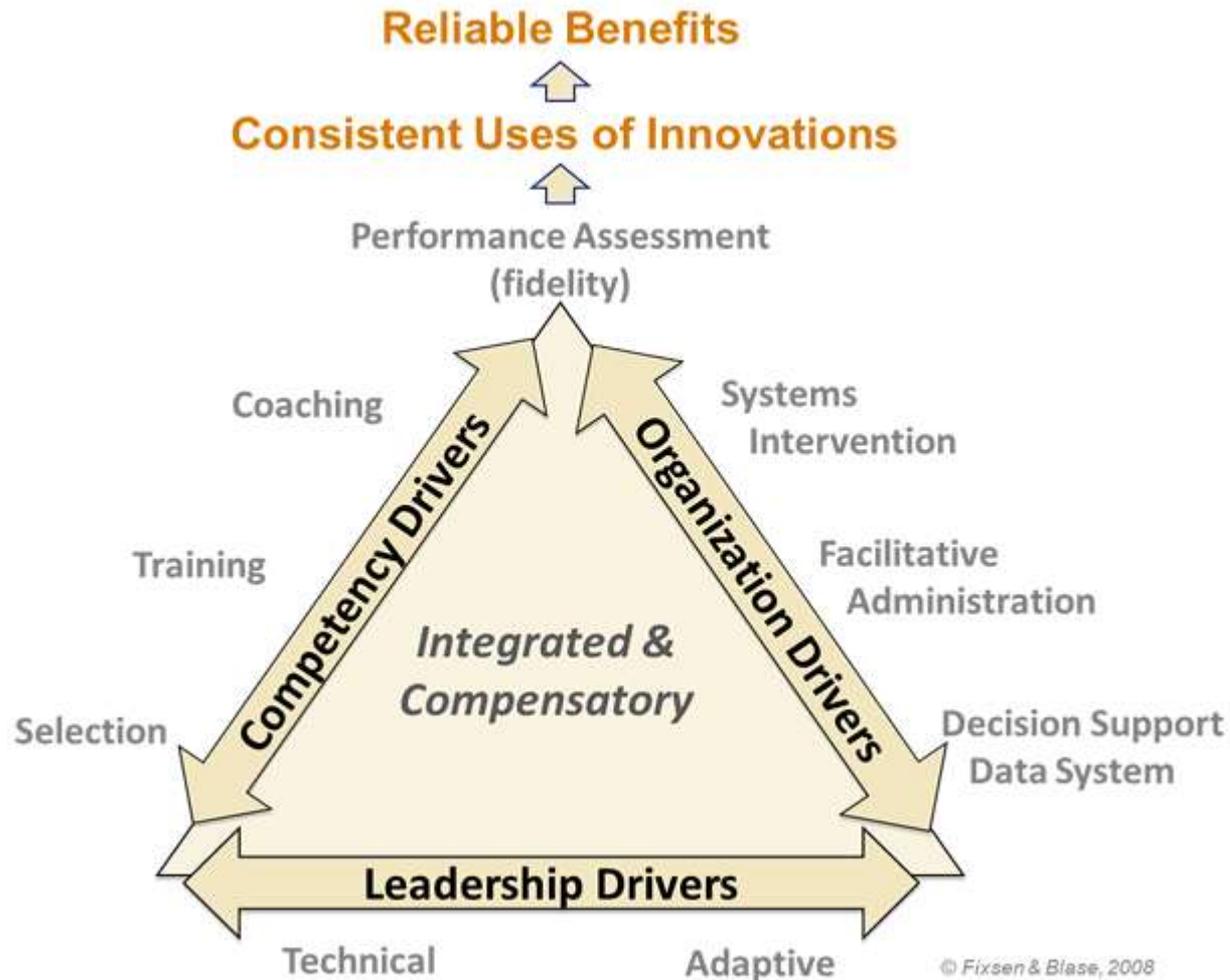
Getting to Outcomes Framework

(RAND Corporation & University of South Carolina → <http://www.rand.org/health/projects/getting-to-outcomes.html>)



Implementation Drivers

National Implementation Research Network → <http://nirn.fpg.unc.edu/>





And something else to think about...

The PEOPLE side of change.

Prosci's ADKAR Model is an **individual** change management model. It outlines the five building blocks of successful change, whether that change occurs at home, in the community or at work.

A

- Awareness of the need for change

D

- Desire to participate and support the change

K

- Knowledge on how to change

A

- Ability to implement required skills and behaviors

R

- Reinforcement to sustain the change



Alison Thorburn, Team Leader, Family Support and
Advocacy

Coaching as a strategy for embedding child awareness

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Resources

Micah Projects – Resources from the Child Aware project – all available and printable from our website - www.micahprojects.org.au

Parenting research Centre – support for knowledge creation, exchange and implementation – www.parentingrc.org.au

National Implementation Research Network → <http://nirn.fpg.unc.edu/>

PROSCI Change management model – www.change-management.com

Getting to Outcomes Frameowrk – www.rand.org

Contact us:

innovation@micahprojects.org.au