



## Helping Families Meet Resource Needs and Achieve Self-Sufficiency

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Welcome &  
Introduction

# AGENDA

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- 1.
- 2.
- 3.

Welcome & Introductions  
Capacity Building  
RBP Components  
Coaching Interaction Style

Welcome!!!

# What are Resource- Based Practices?

A resource-based approach uses capacity-building practices with a coaching interaction style to help families take the lead in identifying priorities, identifying and mobilizing formal and informal resources, and evaluating the usefulness of the resources for future use. Resource-based practices prompt practitioners to use the family's existing strengths and abilities to meet their priorities.




$$1 + 1 = 3$$

Resource Based Practices

Capacity Building

Meets Family  
Resource Needs

Builds Confidence  
& Competence

# What do we know about Capacity Building?

The manner in which support is provided, offered, or procured influences whether the support has positive, neutral, or negative consequences.

(Affleck, Tennen, Rowe, Roscher, & Walker, 1989)



# What do we know about Capacity-Building?



Increased

**Knowledge**

**Skills**

**Self-Attribution**

When parent or caregiver's capacity has been built, parents have...



## An Early Interventionist's Story



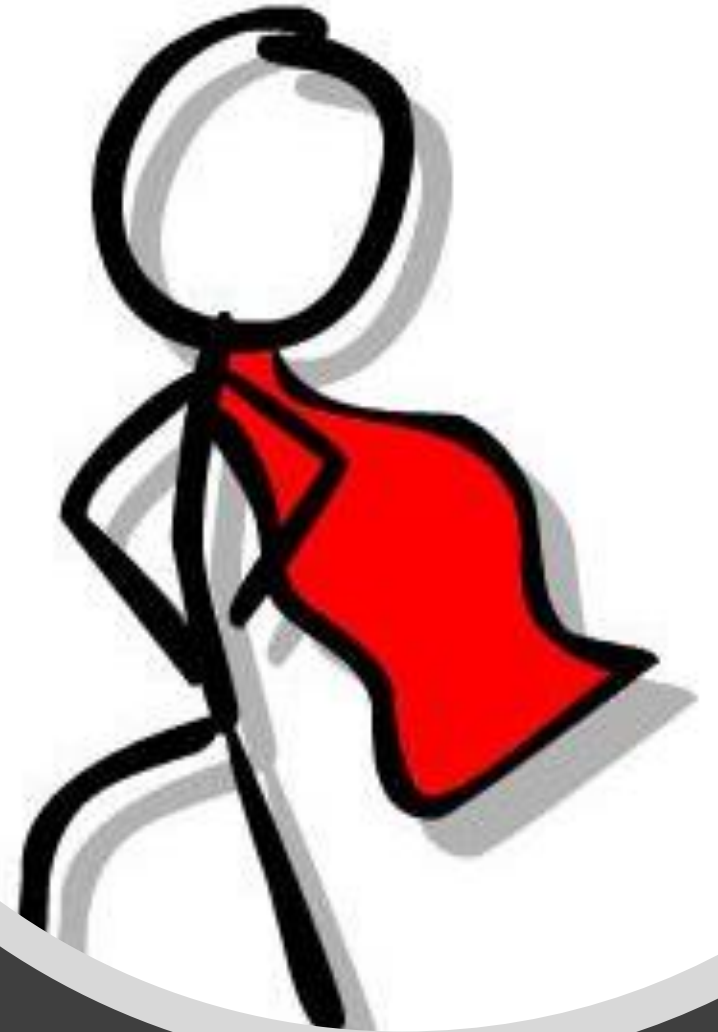
# A Tale of Two Early Interventionists

Which one of  
these  
best describes  
you?



# Super Hero

- Knows all the resources
- Has contacts at local agencies
- Keeps referral forms on hand
- Gets lot of services/supports
- Feels great about how they help families get things



# NMJ

- I am only concerned about the child's development.
- It is not my job to refer families to resources.
- Financial needs or transportation don't have anything to do with early intervention.



A large orange circle is positioned on the left side of the slide, partially cut off by the edge.

# Family Well-Being

“Family well-being occurs when all family members are safe, healthy, and have chances for educational advancement and economic mobility. Support services such as early care and education, housing and food assistance, and physical and mental health care positively contribute to the well-being of families and their children. When families face challenges that cause stress, including poverty and homelessness, their health and wellness can be negatively impacted. Engaging families as active participants in problem-solving and goal-setting can help them identify and use their own strengths to address the challenges they face. When families are healthy, safe, and economically stable, their children's health and well-being can thrive”.

Head Start, USDHHS

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## Maslow's hierarchy of needs

Table Talk

3 minutes



# Where is the Balance?

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Helps families without creating dependency  
Helps families identify their own needs  
Helps families choose resources mindfully  
Helps families learn how to solve problems  
Gets reward from seeing family be successful



RESOURCE-BASED PRACTICES		
<b>Capacity-Building Process</b> Practitioners support: <ul style="list-style-type: none"> <li>• Parents' strengths and abilities to achieve desired results</li> <li>• Parents to recognize and use current and new abilities to achieve preferred outcomes</li> <li>• Parents to identify opportunities and embrace responsibility for actively working toward their desired outcomes</li> </ul>	<b>Relational Helping</b> Practices and characteristics that promote positive relationships with parents. <ul style="list-style-type: none"> <li>• Trust</li> <li>• Respect</li> <li>• Empathy</li> <li>• Caring</li> </ul>	<b>Participatory Helping</b> Practices and characteristics that promote active participation on the part of parents (choice & action): Parents <ul style="list-style-type: none"> <li>• Develop their own goals</li> <li>• Develop their own plans with support</li> <li>• Implement the plans with support</li> <li>• Evaluate the effectiveness of their actions</li> <li>• Develop new plans as needed</li> <li>• Recognize the results of their actions (self-attribution)</li> </ul>
<b>Resource-Based Practices</b>		
<b>Identifying Priorities</b> <ul style="list-style-type: none"> <li>• Assist the person with identifying interests, needs and priorities for support</li> </ul> <b>Identifying Resources</b> <ul style="list-style-type: none"> <li>• Assist the person with identifying both formal and informal resources</li> </ul> <b>Selecting Resources</b> <ul style="list-style-type: none"> <li>• Assist the person with selecting the best resource or combination of resources</li> </ul> <b>Accessing Resources</b> <ul style="list-style-type: none"> <li>• Assist the person with accessing the best resource or combination of resources</li> </ul> <b>Evaluating Resources</b> <ul style="list-style-type: none"> <li>• Assist the person with evaluating the resource(s) used</li> </ul> <b>Other</b> <ul style="list-style-type: none"> <li>• Provide complete and unbiased information</li> <li>• Use available research/knowledge rather than just own opinion or personal experiences</li> <li>• Ensure the person is making an informed decision</li> <li>• Assist the person in developing an action plan for moving forward</li> </ul>		

### Look Like...

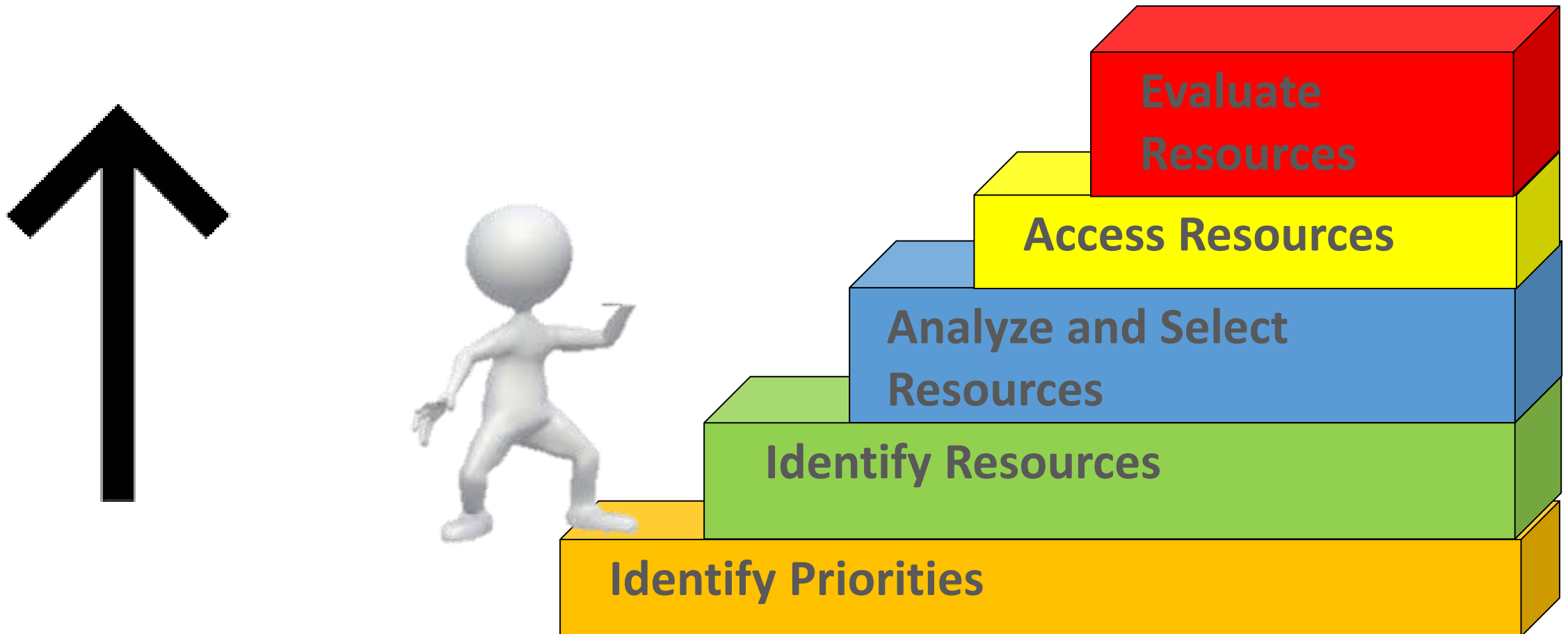
**Do not look like...**

<ul style="list-style-type: none"> <li>Communicate clear and complete information in a manner that matches the family's style and level of understanding.</li> <li>Interact with the family in a warm, caring, and empathetic manner.</li> <li>Treat the family with dignity and respect and without judgment.</li> <li>Honor and respect the family's personal and cultural beliefs and values.</li> <li>Focus on individual and family strengths and values.</li> <li>Acknowledge the family's ability to achieve desired outcomes.</li> <li>Work in partnership with family members to identify and address family-identified desires.</li> </ul>	<ul style="list-style-type: none"> <li>Tell the family what you think is best for them.</li> </ul>
<ul style="list-style-type: none"> <li>Encourage and assist the family to make decisions about and evaluate resources and/or strategies best suited for achieving desired outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>Judge the parent's choices as "good" or "bad."</li> <li>Expect the family to see the world from your perspective.</li> </ul>
<ul style="list-style-type: none"> <li>Seek and promote ongoing family input and active participation regarding desired outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>Focus on the individual's and family's weaknesses and deficits.</li> <li>Tell family members their dreams are not realistic or possible for them.</li> </ul>
<ul style="list-style-type: none"> <li>Encourage and assist the family to use existing strengths and assets as a way of achieving desired outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>Tell the family members what their goals should be and how they should reach them.</li> </ul>
<ul style="list-style-type: none"> <li>Provide family participatory opportunities to learn and develop new skills.</li> </ul>	<ul style="list-style-type: none"> <li>Tell family which resources they should use and/or call and make arrangements for the family to use the resources.</li> </ul>
<ul style="list-style-type: none"> <li>Support and respect the family members' decisions.</li> </ul>	<ul style="list-style-type: none"> <li>Tell family members why their plan didn't work and revise the plan for the family.</li> </ul>
<ul style="list-style-type: none"> <li>Work with the family in a flexible and individualized manner.</li> </ul>	<ul style="list-style-type: none"> <li>Take action (e.g., filling out applications, making phone calls, setting up appointments, etc.) for the family.</li> </ul>
<ul style="list-style-type: none"> <li>Offer help that is responsive to and matches the family's interests and priorities.</li> </ul>	<ul style="list-style-type: none"> <li>Do things for the family that the family members can do for themselves.</li> <li>Tell the family, "That's not the best decision."</li> </ul>
<ul style="list-style-type: none"> <li>Look for opportunities to support the family's ability to access resources for themselves.</li> </ul>	<ul style="list-style-type: none"> <li>Tell the family when and where the meetings will occur. Lecture families when they are late.</li> <li>Talk about what you think should be important to the family.</li> </ul>
<ul style="list-style-type: none"> <li>Ask the family to reflect on the helpfulness of the resources they used.</li> </ul>	<ul style="list-style-type: none"> <li>Do things for the family that they will need to be able to do on their own.</li> <li>Tell the family what you think about the resources they used.</li> </ul>

# Helpful Resources



# Resource-Based Practices



# Coaching Interaction Style

Joint Planning

Reflection

Feedback

Action / Practice / Observation

# Priorities



①

- Opportunities

②

- Pitfalls when identifying priorities

③







Identify Resources


Informal  
&  
Formal



## Analyze and Select Resources

**Help family consider  
advantages and  
disadvantages**

**Pitfalls when  
analyzing and selecting**



# Access Resources

Family taking active steps  
to use the resource identified

Pitfalls to accessing



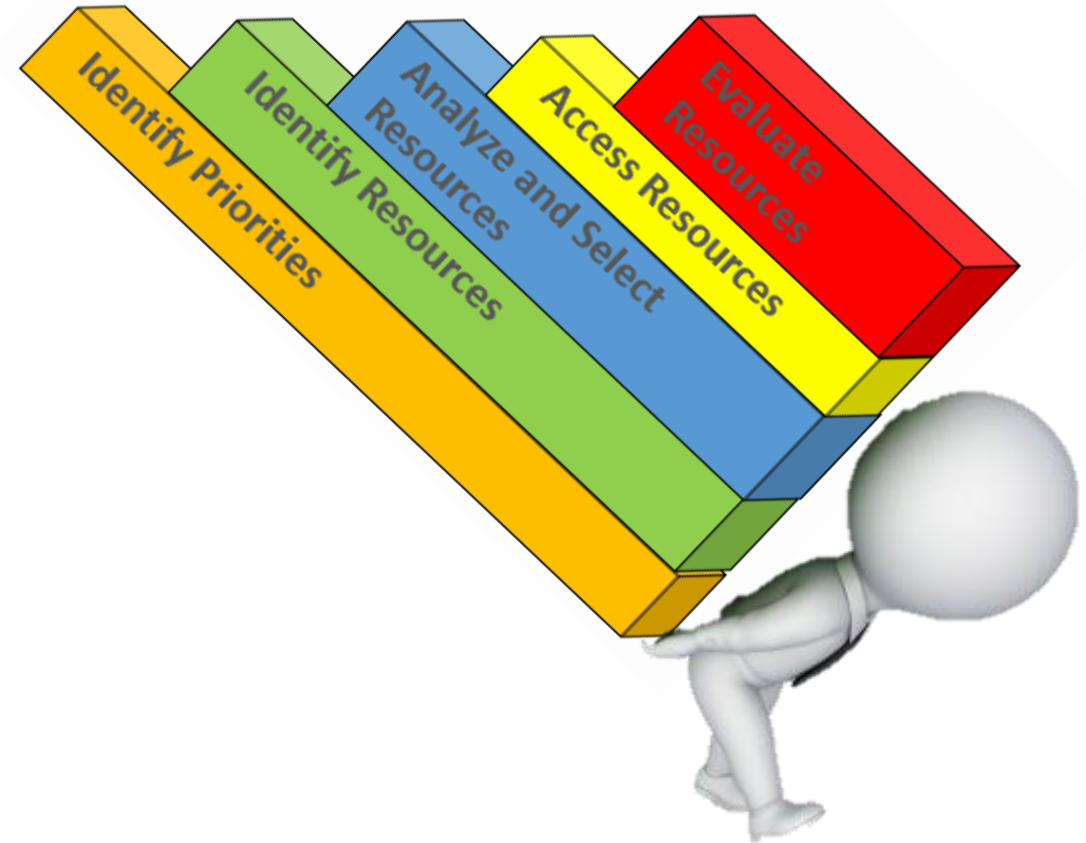
# Evaluate Resources Used

- Was the resource helpful?
- What worked?
- What were barriers?
- Future use of resource?
- Pitfalls of evaluating

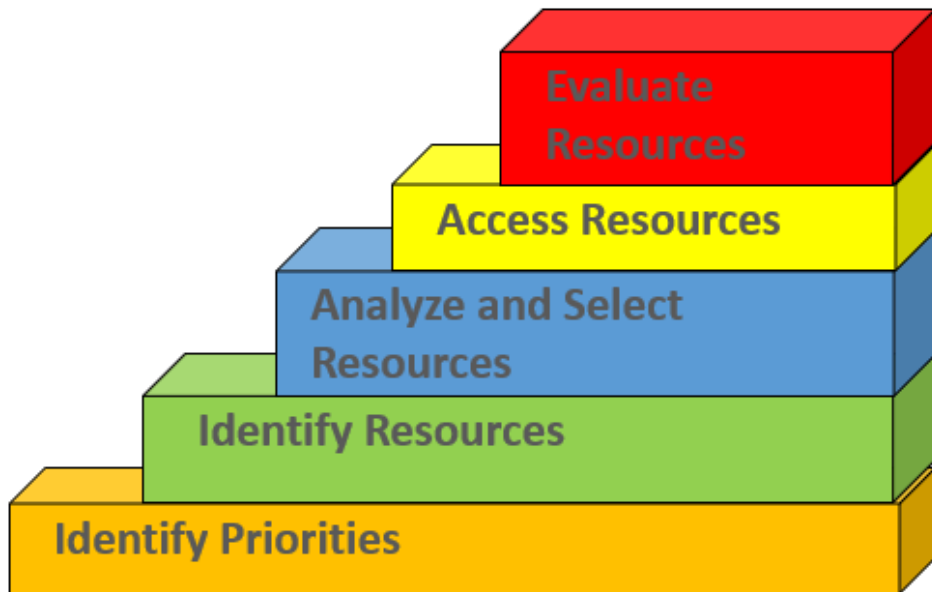




# Am I Building or Bringing?



# Video: RPB Conversation about Housing



Resource Need-  
Buying A House



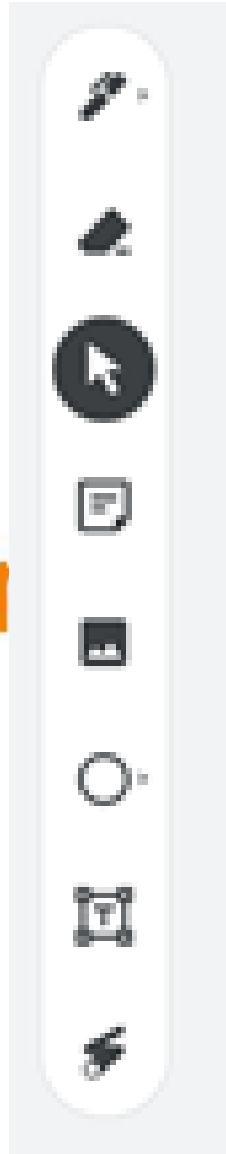
# Let's Get Real

What can get in the way?

How might this work for you?



**Let's Build a Resource  
Conversation**



Identifying  
Resources

Selecting  
Resources

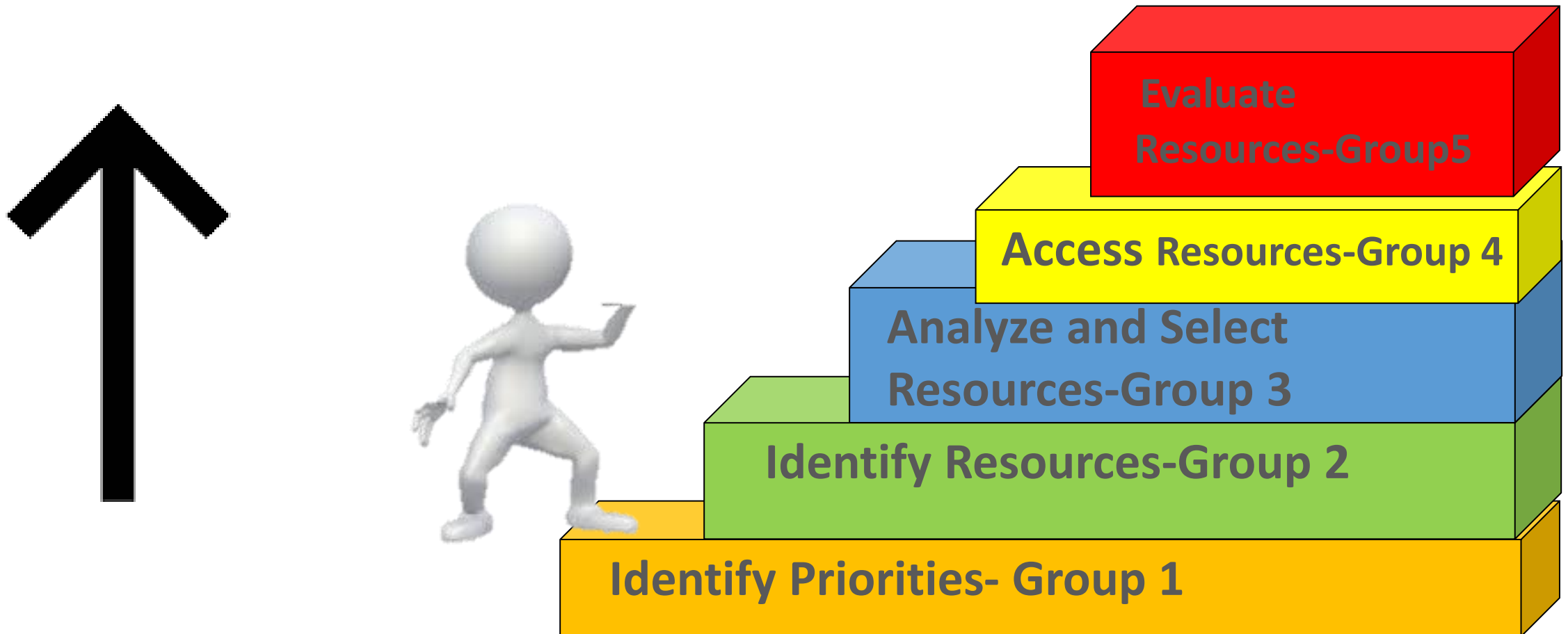
Accessing  
Resources

Evaluating  
Resources

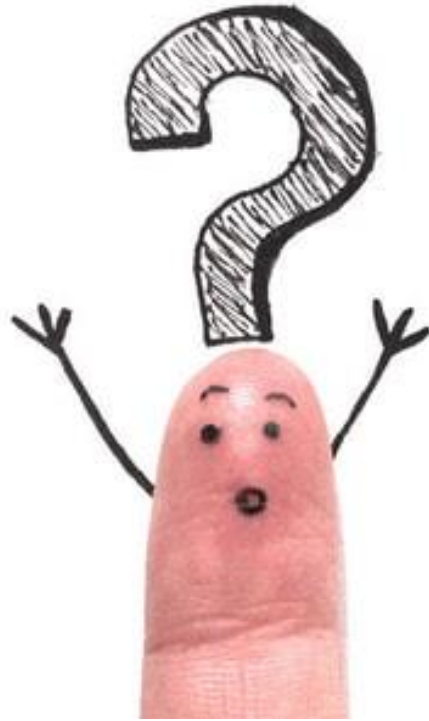
Group 1-  
COVID  
Resources



# Resource-Based Practices



# Questions



# Doggie Bag

**What is the most  
important  
thing you learned  
today?**

**How can it change your  
practice tomorrow?**



Please take our survey now!

