

Building Community Together

May 5, 2022

Intentions:

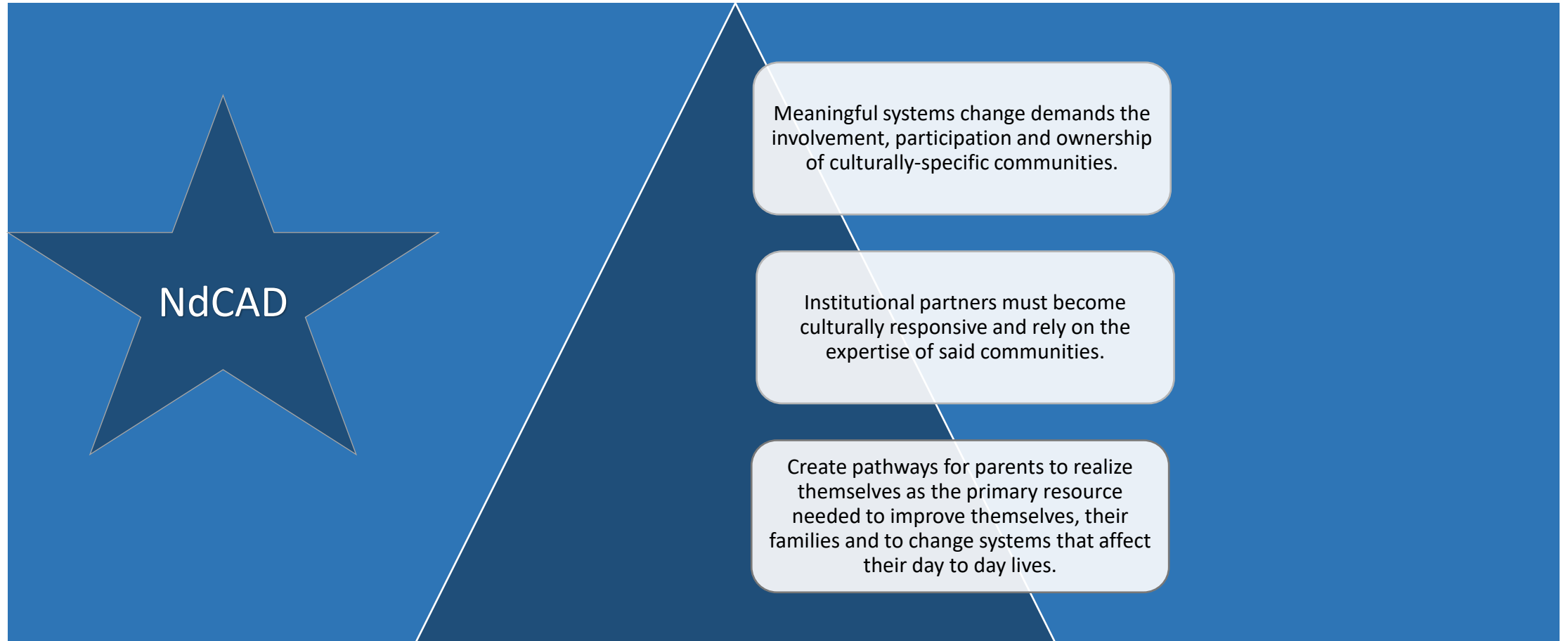
- Build sense of community, hope and affirmation amongst all on a quarterly basis
- Strengthen connections among counselors/specialists & NdCAD for recruiting and engaging parents
- Call to Action: respond to underutilization of our proven community partnership which is needed now more than ever

Agenda

- Building Community Together
- Data Sharing
- The Parent Power and Sankofa Experience
- Taking Action & Best Practices

Community Harvest:
What comes to mind when you think of community?

History of Partnership: Pillars for Systems Change



Parent Power Testimonial Video

<https://youtu.be/9BIQjD9wSt8>

Counselor Testimonial

Building Community

- Not just about meeting engagement for MFIP, families are entering a lifetime of community (other families, children, elders, scholars, village, other connections)
- NdCAD as a Partner vs. Resource
- Parents time commitment adds value and desire to stay engaged
- Invest in your own development and find natural points to introduce NdCAD (intake) get comfortable with cultural competency but also trust your own language (be authentic)

Supports for Children- Whole Family

- Supports the well-being and healthy development of children as learners and leaders
- Parents learn their rights and build advocacy skills

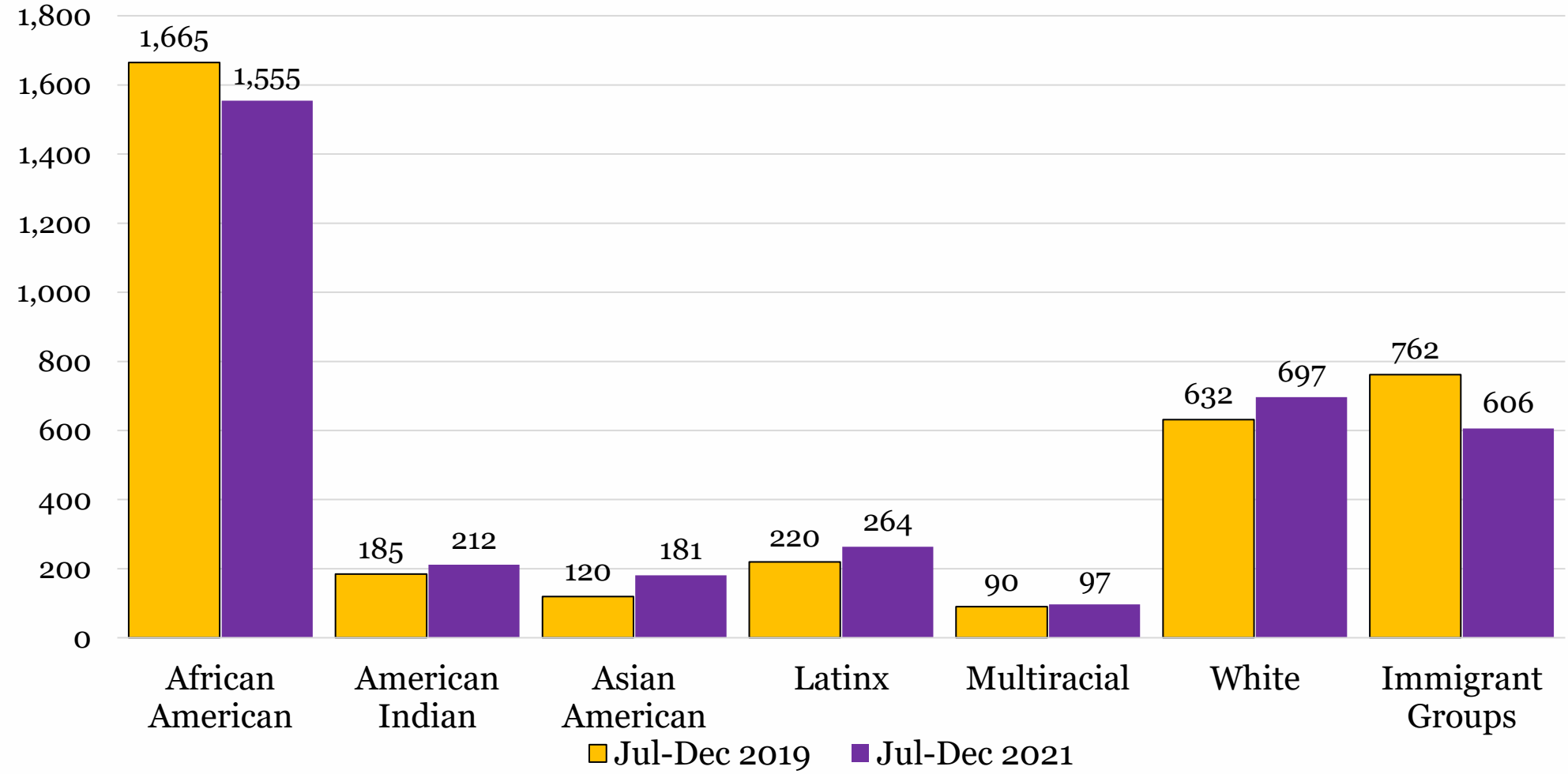
Usable Information

- Learning practical skills, free to be selves (seen/heard/encouraged)
- More comfortable working the tools for children in school, engagement and pursuit of own goals (school/work)

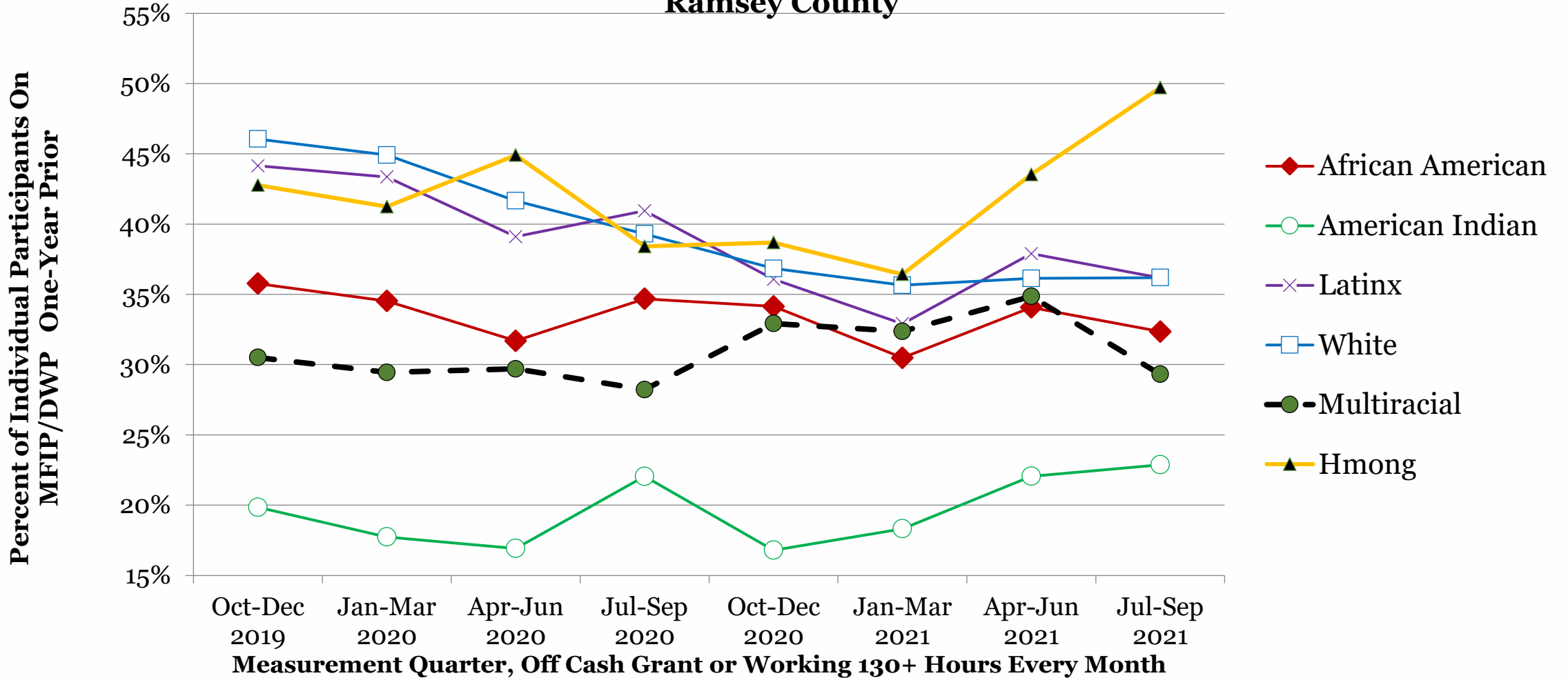
Questions/Reactions

Data Sharing

Average MFIP Participants per Month, Jul-Dec 2019 and 2021



One-Year Self-Support Index by Race and Ethnicity, Ramsey County



Pre-Pandemic Parent Achievement

What do increased hours tell us about NdCAD graduates?

1. Parent Power graduates do better than they were doing prior to NdCAD:
 - a. 64.3% increased MFIP engagement hours
 - b. 44.2% increased employment hours
 - c. 17.9% increased education hours
2. These increases would not be expected for parents without receiving NdCAD services
3. Parents engaging with NdCAD have participated in five focus groups and consistently share that NdCAD is instrumental to their family in improving their stability, well-being and self-determination.

Break

The NdCAD Experience

Taking Action & Best Practices

2022 Goals

Referrals and enrollments needed to achieve NdCAD goal

Table A: Enrollments needed to achieve targets

Program	AIFC	AVIVO	G-ES	HIRED	HAP	Teen Parent	WFS	YWCA	Total
NdCAD	0*	23	24	32	0	0	125	46	250

Table B: Referrals needed to achieve the enrollment targets

Program	AIFC	AVIVO	G-ES	HIRED	HAP	Teen Parent	WFS	YWCA	Total
NdCAD	0*	34	36	48	0	0	187	70	375

Focus on 5 families at a time, if each counselor reaches 5 together, we can meet our enrollment goals!

Best Practices: MFIP

- Ensure adequate transportation assistance is provided for all participating family members
- Parent Power can be a supplemental activity or the only activity
- Offer as the first activity for new MFIP referrals
- Participation counts toward MFIP hours
- Designate someone in your organizations to modify the PP template flier
- Embed the flyer into the body of your communications with participants
- Provide timely incentives (see incentive schedule)
- Continuously refer and NdCAD will invite to the closest cohort
- Talk about NdCAD in team meetings

Best Practices: Continuous Relationship Building

Supportive EC ideas:

- Send reminders to families via a quick text, phone call or email
- Attend a graduation or other event
- Tell families about the Saturday book giveaways and/or a Nia gathering
- Invite NdCAD staff to attend a team meeting or attend a NdCAD Specialist meeting
- Visit NdCAD's website <https://ndcad.org/> ; check out their resource library, purchase educational products

Incentives Translated

System	Cultural
"Incentive"	"Honorarium"
Compensation for Milestone Achievement	Compensation for Knowledge Production
Extrinsic Motivator	Natural Motivation to Invest in Self, Children, Community
To Promote Sustained Change in Behavior	Priceless Cultural Tools to be Passed on to Future Generations and Community

Incentive Structure

Knowledge Production	Honarium	Who Provides
Completion of Parent Power Course #1	\$200 (store card)	Employment Counselor
Completion of Parent Power Course #2	\$100 (store card)	Employment Counselor
Completion of Sankofa	Cultural Learning Kit	NdCAD

Recruitment and Resources

Recruitment: Families

- African American families on MFIP
- Able to commit to the course schedule
- Parent Power Course 2
 - Must have completed Course 1
- Sankofa: K-5 children
 - Parents must have completed Parent Power Course 1

It is never too early to start (even if a child is not old enough for Sankofa parents can attend PP)

Recruitment Tools and Referral Process

Flyer and Schedule

Referral Form/s (PP/Sankofa)

Send referral form to Tania Coffield, Family & Community Engagement Manager at tania.coffield@ndcad.org

- cc your agency's NdCAD Specialist and Michelle Belitz, WFS Planning Manager at michelle.belitz@co.ramsey.mn.us

Thank you