

Spreading HOPE

HEALTHY OUTCOMES
FROM POSITIVE EXPERIENCES

The HOPE Innovation Network
Judy Langford

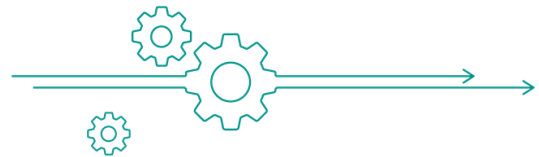
The First Annual HOPE Summit
April 9, 2021, Afternoon Breakouts



The HOPE Innovation Network (HIN)

This materials packet includes:

1. HIN Organizations and Descriptions
2. Small but Significant Changes toward HOPE
3. Crafting a SMART Aim
4. Presentation slides



For more on HOPE, visit
<https://positiveexperience.org/>





HOPE Innovation Network

The Vision of HOPE is a world that recognizes, honors and fosters positive experiences as being fundamental to people's health and well-being.

The purpose of the HOPE Innovation Network (HIN) is to identify, study, and disseminate practices that advance the use of the science-based Healthy Outcomes from Positive Experiences (HOPE) framework, based on effective implementation in existing programs. Members of the network share experiences and learn from each other about how HOPE-informed care engages frontline providers, families, and communities in new ways, to achieve better health outcomes and advance equity.



Children's Trust of Massachusetts *Healthy Families MA (HFM) – Boston, MA*

The Children's Trust of MA is the Commonwealth's only state agency that has the sole mission to prevent child abuse and neglect. This mission is accomplished through programs that support families, including the Healthy Families MA (HFM) home visiting program, the Family Centers, center-based family support programs, the SAFE Child program, combining home-based and center-based family support with extensive focus on building community partnerships and capacity to create nurturing environments, and the Parenting Education and Support programs that provide evidence-based and evidence-informed parent groups; the Fatherhood initiative, providing groups for fathers and supports such as training and networking for professionals; Safe Kids Thrive, a website for youth-serving organizations to assess and develop policies and procedures to prevent child sexual abuse; the View from all Sides conference, for family support professionals, All Babies Cry, an app that provides information and stress management tools to prevent abusive head trauma, and One Tough Job, a website for parents. In addition to these programs and resources, the Children's Trust participates in efforts on the state and national level to prevent child abuse and neglect and support parental resilience, health and wellness. HFM provides intensive, long-term, strengths-based home visiting for first-time parents, mothers and fathers, age 20 and under, from pregnancy until their child's third birthday.

Vision for Children at Risk *St. Louis, MO*

Through data, collaboration and advocacy, Vision for Children at Risk (VCR) has promoted programs and policies benefiting children for over 25 years, with a primary focus on those impacted by



socioeconomic risk and racial inequity. VCR accomplishes this by: informing the community with data and research, promoting collaborative action, engaging and supporting families, and advocating for child well-being through policy and community investment. Although the data often shines a light on deficits that exist in the communities they serve, the framework of the projects launched by VCR has always focused on framing problems as opportunities to improve interactions between organizations and the communities they serve. Over the years, VCR has become recognized as leaders in parent and community engagement. They strive to recognize the strengths, capacities, and aspirations of the families they work with, as well as their dedication to learn and grow. The linchpin of VCR's work is to listen to and learn from the communities they serve, which has resulted in deep levels of trust for the work they do.

Gardner Packard Children's Health Center-training site *Stanford Pediatric Residency Program — Palo Alto, CA*

Gardner Packard Children's Health Center is a federally qualified healthcare center (FQHC) in the San Francisco Bay Area. This clinic is a partnership between Gardner Family Health Network (GFHN) and Stanford School of Medicine Division of General Pediatrics, serving as one of the main primary care training sites for Stanford's Pediatric Residency Program. This site provides pediatric primary care to low-income patients in the area, with approximately 13,000 visits per year prior to the pandemic. Pediatric primary care is focused on addressing social determinants of health and responding to emerging needs for our patients, like diaper needs, personal protective equipment, food bags, formula, and holiday resources, for example. Other services provided include integrated behavioral health, optometry, and dentistry, provided solely by GFHN colleagues.

Childcare Resource Service *YMCA — San Diego, CA*

The YMCA Childcare Resource Service, as the local resource and referral network, helps families find and pay for childcare. They provide a variety of direct services to support families and early care and education providers. They also currently convene and lead a county-wide, cross-sector effort, Partners in Prevention, to increase child and family wellbeing and decrease the likelihood of child maltreatment. Additionally, they are an ACES Aware grantee providing communications to increase the knowledge and understanding of ACES, along with strategies for how to prevent, heal and mitigate the impact of ACES, especially from an intergenerational lens.

Lake of the Woods Coalition *Baudette, MN*

The focus of the Lake of the Woods Coalition is to bring all of Lake of the Woods together, to create a healthy and safe place for youth to grow. Their mission is to unite together to inspire the youth and Lake of the Woods Community to prevent underage drinking, tobacco and other drug use, to create a community culture that empowers youth to be alcohol, tobacco and drug free. They are working to achieve this by bringing representatives from each of the 12 community sectors that have been identified by CADCA (Community Anti-Drug Coalitions of America) for coalition building. These sectors include youth, parents, businesses, media, schools, youth serving organizations, law enforcement, civic volunteer groups, religious organizations, healthcare state/local government and other agencies involved in youth substance. By having representatives from each sector on



their coalition, Lake of the Woods is more equipped to implement and be successful with the strategies identified in the coalition's strategic plan. The partnerships and positive relationships they have made and continue to make are key to achieving their goals.

Resilience University *Lewiston, Maine*

Resilience University is an initiative started by Dr. Gretchen Pianka within her primary care pediatric practice in Lewiston, Maine. The focus is to empower parents and children to be able to access self-care strategies and talk about unpleasant emotions so they can support each other through difficult times. The initiative encourages families to talk more about feelings instead of just focusing on behaviors while also providing a framework and tools to help integrate self-care into the household culture.



Small-but-significant Change Starters: SMART Aims

Check out how you engage your participants:

How do you welcome newcomers to your practice/service? What messages do you intend for them to take away from written materials/staff members/other participants?

How do you keep participants engaged even when you don't see them very often?

What HOPEful messages do you think you are regularly sending to ongoing participants in regular interactions? What messages are they getting? Are there new/more effective avenues that you could use?

Take a tour of your tangible communications:

Do your written materials/signs in the building/advertising/intake forms/reports back to participants really reflect the messages you want to send? What needs to change? How will you know if the change has the intended impact?

Is there something in the physical environment of your work that would better reflect how you want participants to understand 1) what the organization and staff intend and 2) how you hope participants feel when they come there?

Investigate how your staff training reflects HOPE:

Does the training you provide for employees in your program reflect your intention to create HOPE? Are there specific aspects of it you need to change?

How does your orientation for new employees create a focus on HOPE?

How will your ongoing staff training and support change as you implement HOPE?

Specific Measurable Attainable Relevant Time-bound: SMART

Think about any other starting point where you can identify actions that aim toward the changes you want to make.

Use the questions in the SMART Aim worksheet to guide your thinking about what you want to achieve and how you will measure it.



Small Test of Change: A SMART Aim

At the end of yesterday's meeting, we asked that you think of a small test of change. To help guide your thinking, you can conceive of this change as a SMART aim—Specific, Measurable, Attainable, Relevant, Time-Bound. Use the space below to think through your change.

Specific

Is your aim clear and precise with a single focus?

Measurable

Are your objectives measurable? How will you know when improvements have been made?

Attainable

Is your goal realistic? Are you aiming too high? Too low?

Relevant

Does your aim matter to you? Does it align with other relevant goals? Is this the right time/environment?

Time-Bound

Can you identify a timeframe/timeline for this aim?

Write your SMART aim below:

With your SMART aim in mind...

What are the challenges to accomplishing this aim?

What are the opportunities to accomplish this aim?

What would you need to accomplish this aim? (Data, training and workforce development, protocols and policies, accountability and reimbursement, etc.)



Spreading HOPE

HEALTHY OUTCOMES
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HOPE represents a paradigm shift in how we see and talk about the positive experiences that support children's growth and development into healthy, resilient adults.

Introductions

Name, organization, location

2 reasons you are joining the meeting today



HOPE

HEALTHY OUTCOMES
FROM POSITIVE EXPERIENCES

Why HOPE Exists

Positive experiences can alleviate toxic stress and help children grow into more resilient, healthier adults. HOPE aims to evolve our understanding and support of these key experiences.



Our Mission

HOPE, GROUNDED IN SCIENCE that demonstrates the formative role of positive experiences in human development, seeks to inspire a HOPE-informed movement that fundamentally transforms how we advance health and well-being for our children, families, and communities.

Positive experiences are so important

RESEARCH SHOWS that positive experiences:

- promote children's long-term health and well-being
- allow children to form strong relationships and meaningful connections
- cultivate positive self-image and self-worth
- provide a sense of belonging
- build skills to cope with stress in healthy ways



Yet, we tend to focus on the negative

While addressing adverse childhood experiences is absolutely vital, prioritizing ACEs can overlook the value of positive experiences in preventing, mitigating, and even healing childhood trauma.

HOPE AIMS TO SHIFT THE NARRATIVE

to consider positive experiences as impacting health outcomes, too, and to recognize that people are defined not only by their challenges but by their strengths as well.



The Four Building Blocks of HOPE

are composed of key positive childhood experiences (PCEs)—and the sources of those experiences and opportunities—that help children grow into healthy, resilient adults.



What the HOPE Theory of Change Makes Possible

Families

- are acknowledged for their strengths and feel less judged
- gain a sense of agency and optimism
- engage in joint decision-making for their health and well-being

Child and family-serving practitioners

- have the information, tools, and support needed to provide HOPE-informed care
- act with more empathy, optimism and reduced bias, thus enhancing the quality of care
- benefit by getting joy back into their work

Community leaders

- can celebrate and lift up existing community strengths and assets
- begin forging partnerships and prioritizing resources to improve conditions for positive experiences

HOPE-informed movement

- join with others in continuously learning and actively advancing the evidence of the power of positive experiences
- promote the science and development of tools and best practices



HOPE COLLABORATES with a broad range of people, from the families we help to community organizations, from researchers to policy makers. The strategic actions we take are directed to meet our core objectives: education and practice transformation, advancing research, and community action.

Children & Families

Allied Organizations

Child & Family-serving Providers

Researchers

Child & Family Advocates

Policymakers





“

When we start to look at the world through this positive, hopeful lens, it has a profound impact on the questions we ask, the data we collect, and the way we address health and safety issues.

*“The Science of the Positive,” Dr. Jeffrey Linkenbach, Director,
The Montana Institute*



HOPE INNOVATION NETWORK

January 2021 Launch

HOPE Innovation Network

As HOPE builds a collective understanding of the importance of positive experience, all of our work is done in collaboration

HOPE INNOVATION NETWORK partners seek to develop HOPE-informed approaches to supporting children and families, improving empathy, and showing respect for human dignity,

The Network works by building on the power of relationships within families and communities, and between those who provide and receive services.



HIN process and goals



HIN Timeline 2021

- January - Launch and readiness assessment
- February – Assessing existing practices / resources
- March - Small tests of change
- June –August – Keep going! Plan for HIN phase 2
- September - Review progress, plan to launch HIN2



Our Vision

WE SEE A WORLD that honors and fosters positive experiences as being fundamental to everyone's health and well-being.

HOPE Innovation Network Members

- Children's Trust of MA/MA Healthy Families (Boston)
- Resilience University (Lewiston, ME)
- Lake of the Woods Coalition (Lake of the Woods MN)
- Vision for Children at Risk (St. Louis)
- Gardner Packard Children's Health Center (Stanford)
- YMCA Childcare Resource Service (San Diego)

The Four Building Blocks of HOPE

Relationships within the family and with other children and adults through interpersonal activities.

Safe, equitable, stable environments for living, playing, learning at home and in school.

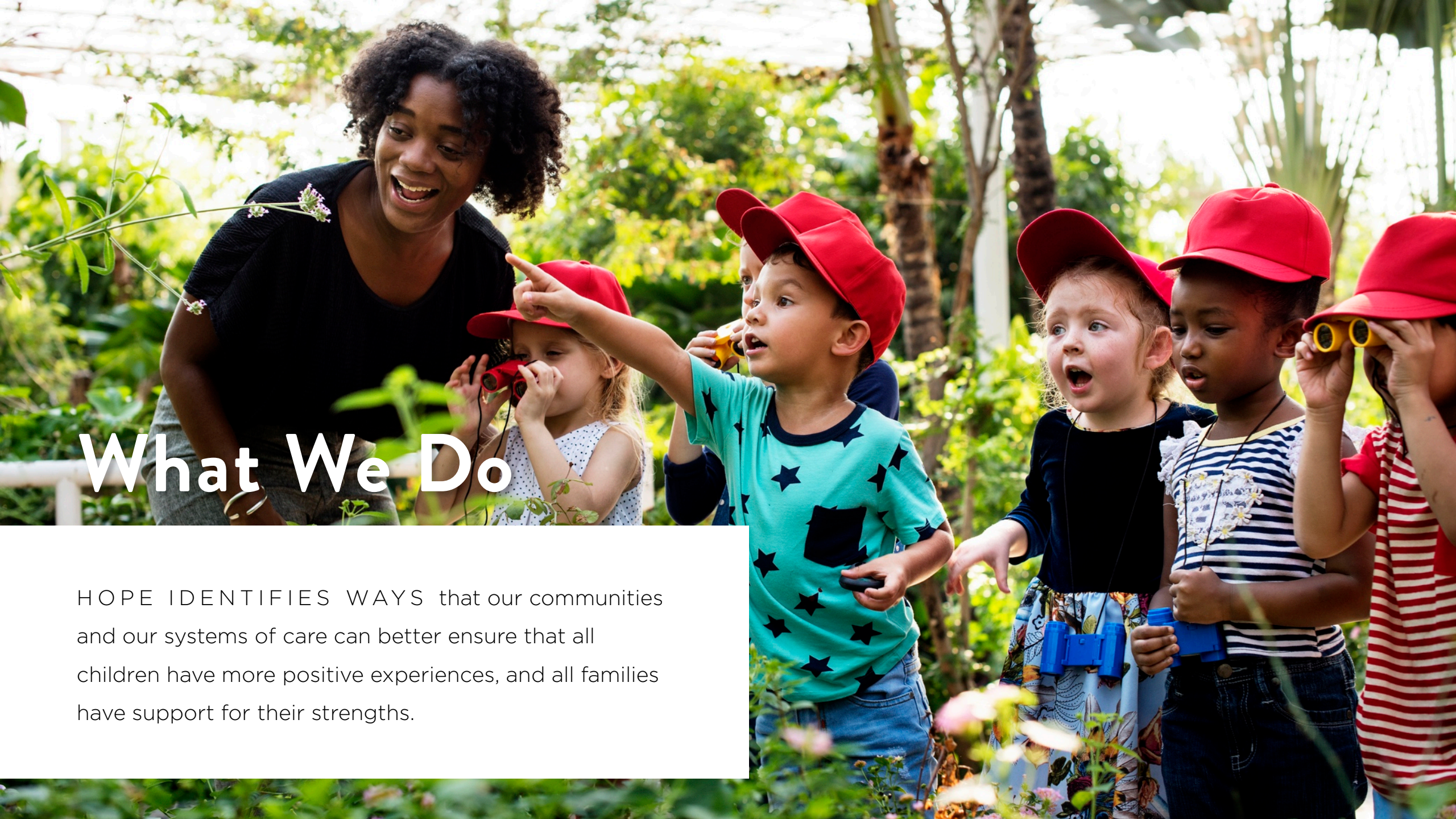
Social and civic engagement to develop a sense of belonging and connectedness.

Emotional growth through playing and interacting with peers for self-awareness and self-regulation.



Evaluating the HIN

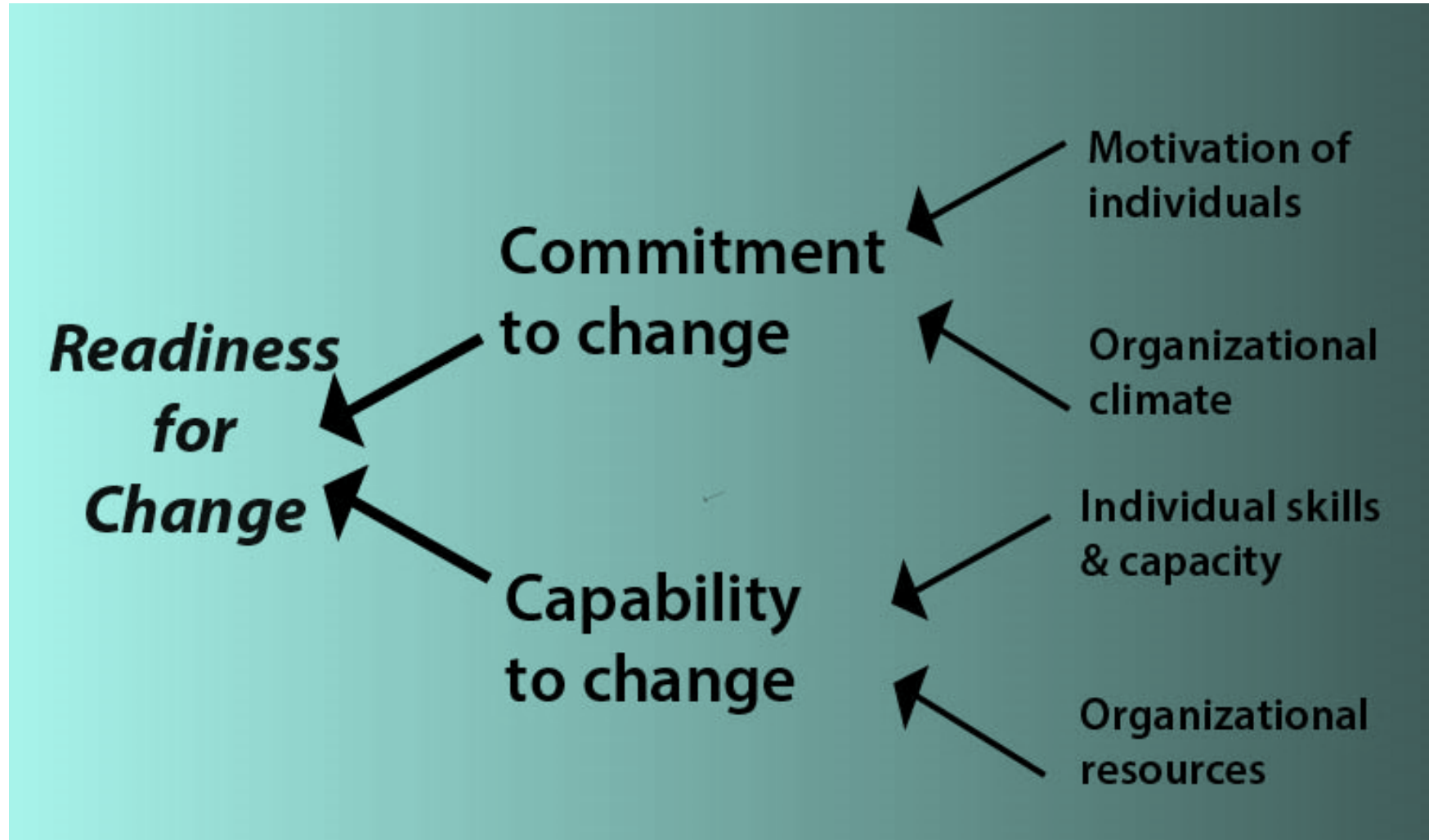
Tufts Interdisciplinary Evaluation Research (TIER) is the official evaluator for the HOPE Innovation Network. The TIER staff will be following the development of the HIN to provide insight into the challenges and successes of the early implementation of HOPE and the use of an innovation network to test and promote new ideas.



What We Do

HOPE IDENTIFIES WAYS that our communities and our systems of care can better ensure that all children have more positive experiences, and all families have support for their strengths.

Readiness Assessment: Readiness for change is one predictor of success



Readiness Assessment: OCRBS

- The Organizational Change Recipients' Beliefs Scale (OCRBS)* is a useful assessment tool to assess an individual's readiness for organizational change, as well as helping teams to predict adoption, and institutionalization of a change.
- The OCRBS has been validated in multiple settings, for different sizes and types of public and private organizations and industries, in countries around the world.
- For the HOPE Innovation Network (HIN), this assessment will help:
 - Determine an individual's readiness for organizational change;
 - Help teams understand their collective readiness;
 - Point to additional preparation that can enhance the chances for successful and sustainable change.

Ready to take action?

The HIN focus of change is action to *increase use of HOPE-informed approaches in serving families*.

- Individuals in the HIN teams completed the 24 OCRBS questions.
- Responses were compiled to help teams analyze their overall readiness for change.
- Discussion of the results helped teams consider next steps in taking action for change in their organizations.

WE HAVE THE OPPORTUNITY TO CHANGE how we support children and families and create a system of care based on understanding, equity, and trust. One that recognizes strengths as well as challenges to ensure well-being for all.

GIVING EQUAL ATTENTION TO THE POSITIVE ALLOWS US TO:

- provide unbiased, empathetic care
- keep our interactions free from unfair blame or judgement
- build trust between families and practitioners
- help families use the strengths they have to increase well-being





SMART Aims to mobilize change

Specific: clear, precise focus?

Measureable : how will you know the change is happening?

Attainable: are you aiming too high? Too low?

Relevant: is it aligned with other goals? Is it the right time for change?

Time Bound: what's your timeframe for making change?



Getting ready for change

1. What are the challenges?
2. What are the opportunities?
3. What do you need to make this happen?

Think about data you may need, training and staff development, funding or budget changes, policy or protocol changes, reimbursement or accountability changes.

Guiding Principles for Positive Transformation

WE HONOR the hope, goodness, and strength that exists inside every single one of us.

WE BELIEVE in the goodness embodied by the deep loving relationships between parents and their children.

WE SEEK TO CREATE equitable conditions for health and well-being so that all families and children have the opportunity to thrive.

WE CELEBRATE our differences as our collective strength and speak out against racism and stereotypes for the harm they inflict.

WE JOIN with others to advance the evidence of positive experiences to support health and well-being for all children and families.

WE ACT with humility, respect, and gratitude for others in everything we say and do.

Planning for next steps

Please let HOPE know if you are interested in following the progress of the current members of the HOPE Innovation Network.

The HIN may be able to expand its membership later in 2021. Stay tuned if you are interested in joining!



Spreading HOPE



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