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**Family Goal Plans:
It's the Process, Not the Product**

healthy families america Lynn Kosanovich, HFA Eastern Regional Director

WHY WE USE GOAL PLANS

Nurturing Parental Success



What the Standards Say

- The process of developing goals is an essential part of HFA's infant mental health approach. Supporting parents in achieving success changes the way parents view the world, increases self-efficacy, enhances internal motivation and builds protective factors. As a result, **families feel less like victims and more in control of their lives.**




What the Standards Say (cont.)

- Parents whose needs were not met in infancy or who were raised with early childhood trauma may be more focused on survival and may have a distorted perception of what they can accomplish in their lives. This can limit their ability to think about the future and impact their feelings of self-worth. Therefore a family's ability to develop and achieve goals can be life altering. **The process is more important than the product**, which means the role of the home visitor and the supervisor in the goal setting and achievement process is critical to family success.



What the Standards Say (cont.)

- The focus is not so much about how many goals the families complete, but about the skills parents build in the process of developing and working on goals. The process supports parental empowerment, enhances family functioning, and builds protective factors. **The more success a family has, the more they change their world view.**



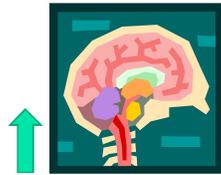

ANOTHER IMPORTANT REASON FOR WHY WE USE GOAL PLANS

Adult Brain Development



❑ The Effects of Trauma & Stress

Survival Versus
Thinking Brain



❑ Brain Development

1. Brain stem – most primitive part of the brain
2. Mid-brain – part of brain stem
3. Limbic system – home of emotions
4. Cortex – planning, impulse control, higher order thinking



❑ Why is this important to our work?

We now know
we can re-wire
the adult brain!!



❑ Our Plans or Program Goals vs Family Goals

Our Plans/Program Goals

- Standards requirements
- Things we identify
- Additional program goals

Family Goals

- Anything the parent identifies



❑ The 3 MMMs

- **Mission:** What specifically do you want to accomplish?
- **Mini:** Make each step small and achievable in a short period of time.
- **Measure:** How will you measure your success?
- **Support:** Find someone to support you and keep you focused on the strengths that will help you accomplish your mission.



“Think left and think right and think low and think high. Oh, the thinks you can think up if only you try!”

Dr. Seuss



Helping Families Identify Goals
It's all about listening



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Where to Get Ideas

- By Listening:
 - To parents during home visits
 - As you talk about what you learned from the Parent Survey (stresses, challenges, supports, Change Talk)
 - To what parents say while completing the Family Values Activity
 - To what parents say while completing "What I Want For My Child"
 - To what you learn while doing other tools (ASQ, HOME, Depression Screen, etc.)
 - Other???




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Listening to: parents during home visits

- Struggles or Challenges
- Frustrations
- Wishes
- Change Talk
- Observations




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Listening to: The Parent Survey

- Stresses
- Challenges/Risks
- Supports/Protective Factors
- Strengths
- Change Talk




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Listening to: The Family Values Activity
What I Want For My Child

- What do your families say?
 - Their values
 - Their hopes for their child

Visualizing 




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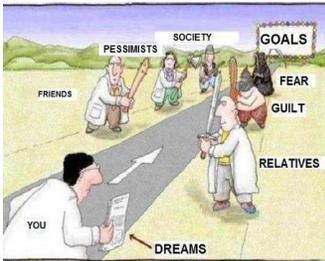
Listening to: Outcomes of screening tools

- ASQs
- Depression screen
- Other??




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Listening to: What gets in the way (barriers)



Scaling: How important is this to you?



"You have brains in your head. You have feet in your shoes. You can steer yourself in any direction you choose. You're on your own. And you know what you know. You are the guy who'll decide where to go."

Dr. Seuss



Evelyn and Martin

The Parent Survey
The First Home Visit



Evelyn's and Martin's 1st Family Goal Plan

- Family Goal Plan (FGP) Update: X_ New FGP Developed
- Family Goals: Progress Revised Met

Activities/discussions: Talked with Evelyn about ways she can get more sleep. Created a 2-pronged Family Goal Plan. One is for Evelyn to identify someone who can take care of the baby once a week while she naps. The second is to work on getting baby on a schedule, including sleeping more at night and being awake more during the day. See FGP in file.



Visualization

Where do you want to be in 3 months



Wrap-up and Questions



What concept(s) had the most impact on you?

What can you use to enhance your goal setting process?

"Today is your day! Your mountain is waiting. So...get on your way!"

Dr. Seuss

