

The Safe Babies Foster Parent Training Program



PROJECT PLAN

Project Funded by
The Rotman Award 2010 | SickKids Foundation

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The Foster Parent Safe Babies Training Program—A Brief History:

As poverty and other social issues continue to increase in North American society, the number of children in foster care, and the number and intensity of health challenges they may bring continues to increase. As a specific population of children in care, infants are at risk of a wide array of health issues, including developmental delays, neonatal withdrawal, Fetal Alcohol Spectrum Disorder, failure to thrive, and attachment challenges.

Description of the services provided by the program:

Fetal Alcohol Spectrum Disorder (FASD) is a preventable disability and one that is best supported through provision of early services to reduce the development of secondary disabilities that are expensive socially and financially to our communities. FASD and neonatal withdrawal are health and social issues that require collaborative community services and supports; the Safe Babies Program has been effective in bringing together communities across the province to provide early support to vulnerable infants and their caregivers. The underlying impetus for this program is that environmental factors play a major role in determining developmental outcomes and that competent caregiving and early relationships play a considerable role in enhancing healthy physical, emotional, and social development of infants.

The primary objective of the program is to ensure that infants in the foster care system who have experienced prenatal exposure to substances (alcohol and drugs) are cared for in safe environments that support optimal physical, cognitive and emotional development. The program supports infants from birth through to approximately three years of age who have been placed in the care of the Ministry of Children and Family Development (MCFD) in British Columbia. The program was piloted in Victoria in 1996, funded by the Ministry of Children and Family Development and Vancouver Island Health Authority, and has since expanded across the province to support foster families practicing in many communities across the province, both rural and urban.

Why this program is an example of best practice; how it is innovative, different, and novel in its approach:

Foster parents have historically cared for infants and children whose main issue was parental neglect. Today, the number of health and emotional issues experienced by infants and children in care have dramatically increased; many children now entering foster care have been severely traumatized and have special medical, psychological and social needs that traditional child welfare and foster care services were not designed to address. Systems of support must not only avoid undermining resilient qualities in families but also actively nourish these qualities. A key aspect of developing this successful program was to have foster parents participate as collaborators in designing and offering services.

This program has been innovative in several ways:

- Foster parents are directly involved in the planning and operations of the program (including as trainers, caregiver support, non-profit directors);
- it is inclusive of anyone who will be parenting an infant with prenatal substance exposure, including foster families, birth families, adoptive families, respite caregivers, health and social professionals. A typical training will have all of these participants learning together and gaining appreciation of each other's strengths and challenges and creating early positive working relationships;
- the program recognizes and builds on local sustainability in communities versus visiting experts;
- content is drawn from multiple sources of best practice evidence, reducing duplication of resources (ie. Canadian Pediatric Society, Centre of Excellence for Child Welfare, Early Learning Partnership, BC Centre of Excellence for Women's Health, Alberta Alcohol and Drug Abuse Commission, SickKids Infant Mental Health Promotion);
- the education component is inclusive of the latest evidence on women's health and social determinants of health and brings women's stories into the training to build compassion toward birth mothers and families; and
- the program is typically delivered through Foster Parent Support Agencies and funded by Ministry of Children and Family Development and local Health Authorities. It incorporates in kind contributions (such as professional services, space, printing) from major involved organizations (health authority, government, etc).



Outline of how the FPSS Society intends to use the Rotman Award:

Working in collaboration with the Safe Babies Foster Parent Training Programs across the province, the FPSS Society will use the Rotman Award to:

- host Train the Trainer events throughout British Columbia;
- increase the number of certified facilitators in each community which will result in a cost efficiency for agencies (and their funders) by enabling them to target more of their caregiver support funding on providing training to foster parents rather than covering travel and time costs to get facilitators to each community;
- create facilitator “toolkits” for each community containing current literature, research, and DVD’s, etc;
- make the curriculum, supporting information, Baby Steps Handbook, and resource toolkit available in more communities interested in developing the program in their area;
- provide access to training materials, supporting resource materials, and support group webinars on-line;
- increase community capacity and accessibility to the program for foster parents;
- increase the number of Safe Babies certified caregivers to ensure that infants prenatally exposed to drugs and alcohol receive the best care possible.

We will accomplish the above in 5 Phases starting September 1, 2010, and we will complete the project by August 31, 2011. (Please see Project Schedule at a Glance on page 11)

PHASE 1: Prepare Project Launch

Timeframe: September 1 – October 10, 2010

Following the SickKids Foundation media release and Rotman Award Ceremony on September 19, 2010, we will begin sharing information about the project.

This will involve the following key steps:

- a) Updating regional foster parent support agencies, Ministry of Children and Family Development (MCFD) Residential Resources offices, and Health Authorities on the Rotman Award, SickKids Foundation, and related upcoming Safe Babies Foster Parent Training Program activities;
- b) Finalization of project budget;
- c) Preparation of new curriculum materials, printing of Baby Steps Handbook;
- d) Meet with MCFD and work in partnership to establish a Provincial Collaborative Planning Committee with initial meetings by Web Ex; bi-annual meetings;
- e) Identification, purchase and compilation of materials for Safe Babies Facilitator Toolkit;
- f) Survey of agencies and communities partners to assess current status of programs and training, identify common needs, issues, concerns, and trends;
- g) Development of media articles – for local media, Internal Health Authority, MCFD and foster parent communication;
- h) Design and launch new web page for Safe Babies Program, on-going development and updating of same;
- i) Provide easy access to curriculum and resource materials through website;
- j) Develop evaluation component of roll out via electronic pre and post surveys; evaluation and feedback;



PHASE 2: Train the Trainer—Vancouver Island

Timeframe: October 11 – December 15, 2010

The Vancouver Island Region has a well-established network of Safe Babies facilitators, (though to address succession planning and sustainability of the program we need to increase the number of facilitators to 8 or 10), and the program is fairly well integrated with community supports.

The focus of training for this region will be to introduce coordinators, trainers and program champions (for example MCFD staff, managers, public health nurses, infant development consultants) to the new curriculum and resources. The Vancouver Island Safe Babies Collaborative Planning Committee has been meeting on a regular basis for more than three years and is well organized for a roll out.

Train the Trainer events will be hosted in the following communities:

- Victoria—serving Greater Victoria, Western Communities, Peninsula, Gulf Islands and Malahat
- Nanaimo—serving Duncan, Ladysmith, Nanaimo, Parksville, Qualicum Beach and Port Alberni
- Campbell River—serving Courtenay, Comox, Campbell River and Port Hardy

At this time period also, we will begin early work on exploring the opportunity to support an adaptation of the curriculum. Because of the community development nature of this work, the timeline will be to begin by approaching key contacts and working with existing teams and groups to identify learning needs.

If they express an interest in adapting the curriculum to meet their needs, Aboriginal Child Welfare Agencies will be invited to begin adaptation of the curriculum to meet the needs of these agencies. Key contacts to begin this work are the Education Coordinators of Native Friendship Centres, and representatives from local delegated Aboriginal Agencies.

Additionally, there may be an opportunity for community agencies who support high risk women to adapt this curriculum for their needs for use with their client service population. Key contacts to begin this work are agencies such as ‘Sheway’, ‘Her Way’ and the Canada Northwest FASD Prevention research action team.

PHASE 3: Train the Trainer – Vancouver Coastal and Fraser

January 15, 2011 - March 15, 2011

Vancouver Coastal and Fraser regions have had long standing Safe Babies Programs, particularly in the lower mainland areas. The programs are up to date and have access to a broad range of specialized training resources through organizations such as the BC Women’s and Children’s Hospitals and Sheway.

This group is hosting a 10-year Celebration Banquet in October with an accompanying workshop on infant mental health. These events will provide timely opportunities to begin to identify priorities for the January to March time period.

A focus for this region will be to work with the Safe Babies Public Health Nurse Coordinator to identify priorities, which at present are including increasing a focus on infant mental health and development, strengthening relationships and training opportunities with Fraser Region, and exploring the training needs for Vancouver Coastal areas outside the lower mainland.

Identification of communities for Train the Trainer events will be determined at upcoming planning meetings to suit the needs of each area and/or existing program.



PHASE 4: Train the trainer – Interior and Okanagan

April 15 - May 31, 2011

The Interior and Okanagan are large geographic regions with many smaller communities and rural areas. There is Safe Babies Foster Parent Training in this region, and there will be a new curriculum roll out and Train the Trainer events scheduled. Identification of communities for Train the Trainer events will be determined at upcoming planning meetings to suit the needs of each area and/or existing program.

Opportunities will be facilitated for networking and for continued partnership development with the Interior Community Services, Okanagan Foster Parent Services, the Interior Health Authority and Ministry of Children and Family Development.

PHASE 5: Train the Trainer – Northern BC

June 16 - August 15, 2011

The North Region is also a large geographical area with many smaller communities and rural areas. Training here will be over the summer months because of weather issues in the winter.

This region has pockets of Safe Babies Foster Parent Training, so the focus will be on providing a curriculum update, and increasing the number of certified trainers. Identification of communities for Train the Trainer events will be determined at upcoming planning meetings to suit the needs of each area and/or existing program.

Additionally, there may be an opportunity to facilitate networking and partnership building between Axis Family Resources, the Northern Health Authority and Ministry of Children and Family Development around the program.

EVALUATION OF PROJECT

We will carry out program/project evaluation using the following tools and processes:

- Participant feedback and evaluation forms at each training session (pre and post)
 - Facilitator feedback and evaluation forms at each Train the Trainer event (pre and post)
 - Follow-up support check-in with participants 3 months post training
 - Electronic / on-line surveys for use by ministry, community partners, facilitators and participants
 - Data will be collected and correlated for discussion and action at each Collaborative Planning Meeting
 - Quarterly Budget review and reporting
 - Data and statistics will be shared with funders and Rotman Award SickKids Foundation at “Checkpoint” Reports.
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REPORTING REQUIREMENTS:

- 1) **CHECKPOINT—September 1, 2010:** provide outline of how FPSSS / Safe Babies Program intends to use the award
- 2) **CHECKPOINT—March 20, 2011:** provide report to SickKids Foundation Rotman Award on the use of funds to date
- 3) **CHECKPOINT—August 31, 2011:** provide a written report on how the funds were used, and in what ways it made a difference to the recipients of care and the organization.



PROJECT OBJECTIVES	ACTIVITIES	DESIRED OUTCOME
Program Development	<p>Launch new curriculum</p> <p>Establish provincial Collaborative Planning Committee for on-going program review and revision</p>	<ul style="list-style-type: none"> • Competent, informed caregivers to enhance the healthy physical, emotional and social development of infants in care • Foster parents will be provided with meaningful, useful, current information • Recruitment and retention of foster parents • Establish a viable provincial Collaborative Planning Team to ensure the needs of each community are met thereby increasing community capacity • On-going review of program, materials, and training • Succession planning and sustainability of the program
Technical Development	<p>Create new Safe Babies webpage</p> <p>Resources and materials available on website</p> <p>Webinars, on-going training, refresher courses</p>	<ul style="list-style-type: none"> • Provide easy access to information, resources, and support systems • Refresher courses will ensure that caregivers are up to date on current practice, etc • Recruitment and retention of foster parents
Program Evaluation	<p>Community Survey, MCFD Survey, Participants Survey, Participant Evaluation and Feedback Forms</p>	<ul style="list-style-type: none"> • Be responsive to the needs of this caregiver group by addressing issues and concerns • On-going review of curriculum to ensure information is current
Training and Development	<p>Train the Trainer Events throughout BC</p> <p>Webinars, surveys, E-newsletter</p> <p>Support and on-going Training Groups</p>	<ul style="list-style-type: none"> • To significantly increase the number of certified Safe Babies Program trainers available • Increase the number and frequency of program deliveries, including Refresher courses • Group support to enhance the retention of this caregiver group • Increase community capacity
Disseminate information about the Program to peer organizations	<p>Advertising and Promotion via News Release, Website, E-newsletter, positive Media articles, community partnership</p> <p>Collaborative Planning Committee</p>	<ul style="list-style-type: none"> • Recruitment and retention of foster parents • Open and transparent communication about the program and the need for caregivers • Positively increase public awareness of the issue • Collaborative planning to address the needs of each community—building community capacity



The Safe Babies Foster Parent Training Program

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PROJECT FUNDERS

The Rotman Award 2010 | SickKids Foundation

525 University Avenue - 14th Floor
Toronto, Ontario M5G 2L3
t: 416-813-6166 | f: 416-813-5024 | toll free 800-661-1083

PRO FORMA BUDGET

REVENUE

Rotman Award 2010 \$100,000.00

TOTAL REVENUE \$100,000.00

EXPENSES

Phase 1: Project Launch \$10,000.00

- Outline Preparation
- Dissemination / Communication
- Media Releases, Advertising
- On-line Survey, WebEx
- Collaborative Planning Committee
- Curriculum, Baby Steps Handbook
- Web Page Design and Launch
- Develop Evaluation Forms

Toolkits \$20,000.00

- Vancouver Island (7)
- Vancouver Coastal (5)
- Fraser (5)
- Interior / Kootenays (8)
- North (8)

Phase 2: Train the Trainer / Vancouver Island \$14,000.00

Phase 3: Train the Trainer / Van Coastal, Fraser \$14,000.00

Phase 4: Train the Trainer / Interior \$14,000.00

Phase 5: Train the Trainer / Northern BC \$14,000.00

Collaborative Planning Meetings / Quarterly \$1,000.00

Provincial Network Forum \$8,000.00

Contingency / Administration \$5,000.00

TOTAL EXPENSES \$100,000.00



BACKGROUNDER:

Originally developed in Victoria in 1996, the Safe Babies Foster Parent Training Program quickly expanded to several other communities across the province including throughout Vancouver Island, Vancouver and the lower mainland, Vernon and Prince George. The program builds on local expertise and resources rather than visiting experts, keeping it sustainable and the training materials make it easy to replicate in any community.

Over the last year, the Safe Babies project partners have updated the program resources and collected the materials into a toolkit that will be shared with interested communities throughout the province. Working in collaboration with Safe Babies Programs across British Columbia the FPSS Society will use the Rotman Award to:

- Host Train the Trainer events throughout BC to increase the number of qualified Facilitators;
- Make the training information and resource toolkit available in more communities interested in developing the program in their area;
- Provide access to training materials and other resources on-line;
- Increase community capacity and accessibility to the program for foster parents
- Increase the number of Safe Babies certified caregivers to ensure that infants prenatally exposed to drugs and alcohol receive the best care possible.

Funded primarily by the BC Government through the Ministry of Children and Family Development and the Vancouver Island Health Authority, the program incorporates in kind contributions (such as professional services and training facilities) from health professionals, organizations, and governments depending on the community.

About Foster Parents Support Services Society:

Incorporated in 2002, the FPSS Society is a CARF Accredited grass roots organization committed to providing meaningful and accessible support, education and networking services which will continually enhance the skills and abilities of foster parents to deliver the best care possible to the children in their homes.

The FPSS Society works to establish a nurturing environment for caregivers – “A Supportive Culture” – that empowers foster parents to become involved, and increases their caregiver competency, awareness and accountability.

For more information please contact:

Margaret Howley, Executive Director
FPSS Foster Parent Support Services Society
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SickKids Foundation

Established in 1972, SickKids Foundation is the fundraising organization for The Hospital for Sick Children - one of Canada's most research-intensive hospitals and the largest centre dedicated to improving children's health in the country.

The Foundation's fundraising is driven by the belief that improving the health and wellbeing of children is one of the most powerful ways to improve society.

Philanthropy is a critical source of funding for The Hospital for Sick Children. For the fiscal year ending March 31, 2010, SickKids Foundation made an investment of \$52.5 million in children's health research, education and care. A direct result of community support, this is one of the largest investments in paediatric health care and one of the largest contributions to a hospital anywhere in Canada.

In addition to its support of The Hospital for Sick Children, the Foundation has a mandate to support children's health on a national basis. Through its National Grants Program, SickKids Foundation invested \$2.7 million across Canada in paediatric research, focusing on issues important to children's health which have not been addressed elsewhere.

For more information please contact:

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Project Plan Schedule

Project: Foster Parent Safe Babies Program
Funder: SickKids Foundation ROTMAN AWARD
Organizers / Administrators: FPSS Society

PROJECT OBJECTIVES	ACTIVITIES
Program Development	Launch new curriculum Establish provincial Collaborative Planning Committee for on-going program review and revision
Technical Development	Create new Safe Babies webpage Resources and materials available on website Webinars, on-going training, refresher courses
Program Evaluation	Community Survey, MCFD Survey, Participants Survey Participant Evaluation and Feedback Forms
Training and Development	Train the Trainer Events throughout BC Webinars, surveys, E-newsletter Support and on-going Training Groups
Disseminate information about the Program to peer organizations	Advertising and Promotion via News Release, Website, E-newsletter, positive Media articles, community partnership Collaborative Planning Committee
Build Community Capacity	Succession planning and sustainability of program
PROJECT PHASE—activity details on pages 2 through 6	
Phase 1: Prepare Launch—Pro forma budget, new curriculum, Baby Steps handbook, toolkits, partnership with MCFD and support agencies	START DATE: 09.20.10 END DATE: 10.10.10
CHECKPOINT—September 1, 2010: provide outline of how FPSSS / Safe Babies Program intends to use the award	08.01.10 09.01.10
Phase 2: Train the Trainer—Vancouver Island Region	10.11.10 12.15.10
Phase 3: Train the Trainer—Vancouver Coastal / Fraser Region	01.15.11 03.15.11
CHECKPOINT—March 20, 2011: provide report to SickKids Foundation Rotman Award on the use of funds to date	09.01.10 03.20.11
Phase 4: Train the Trainer—Interior / Okanagan Region	04.15.11 05.31.11
Phase 5: Train the Trainer—North Region	06.16.11 08.15.11
CHECKPOINT—August 31, 2011: provide a written report on how the funds were used, and in what ways it made a difference to the recipients of care and the organization.	09.01.10 08.31.11

Timeframe:
 September 1, 2010 to August 31, 2011
Checkpoints:
 Sept.01.10 / March 01.11 / Aug 31.11
 Sept 2012 / Sept 2013

September 2010	October 2010	November 2010
S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

December 2010	January 2011	February 2011
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March 2011	April 2011	May 2011
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June 2011	July 2011	August 2011
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