



Foster Care Done Differently: From Support to Supervision

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Question 1: Understanding the Demographics of the People You Serve



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We are just learning who we serve. We are not sure where to go to find information to truly understand the people we serve.

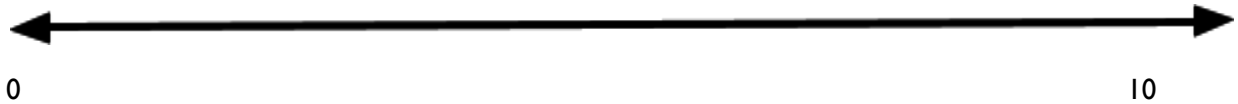
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We have a strong understanding of the population we serve including quantitative and qualitative information. We understand the contexts they live in and have decision-makers in our agency who share some lived experience with the people we serve.

What You Already Know	What You Want to Learn
<ul style="list-style-type: none">- Age, ethnicity, equity-seeking considerations- How did you gather this information?	<ul style="list-style-type: none">- How can you find this information?- Can you learn more by looking at existing information within your agency?- Where could you look outside your agency?



Question 2: Listening to the Community



We have not consulted community leaders, members, or elders. We are not sure who to ask or where to start.

We have strong community relationships with leaders, members, or elders in the community. We regularly gather, listen to, and implement feedback.

Community Voice:

Whose voices are you listening to now? Whose voices do you need to listen to in your community? How can you hear their voices? Do you need to allocate a budget? What processes need to be established to ensure these voices are heard?

If there is a disconnect, what would it take to close the gap?



Question 3: Align Your Research



We do not use research to inform our work and when we do, we do not have a process to select the right research. Our foundational theories are not embedded in our practice and are based on a worldview that is different from that of our population served

We are confident that the research and measures we use to shape our foundational theories is valid and culturally appropriate. We understand which demographics the research was based in and that aligns with the population we serve. We do our own research internally which keeps us on the forefront of evidence-based work.

Values: What are the criteria (values, belief systems, etc..) you want to embed in your program model, outcomes framework, etc...?

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Existing Foundational Theories, Research	Current Alignment with Values, Demographics, and Community	Next Steps to Increase Alignment
What are your existing research models or practice strategies?	Are there overlapping or complementary models?	What needs to be kept as is, adapted, or discarded?



Question 4: Identify Strategies to Overcome Common Barriers



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We do not understand who common barriers are for people doing similar work to us in our field. We do not know what has limited our success or other's success in the past. Where we do understand what the barriers are, we do not have strategies to overcome these barriers.

We have a thorough understanding of the barriers within the sector. We know which of these are most likely to impact our success and have strategies to overcome these barriers. We are excited about these strategies and they are appropriately resourced.

Common Barriers	Strategies to Overcome
<ul style="list-style-type: none">- What are the common barriers to success in your field of service delivery?- What kind of research do you need to do to learn more about these?	<ul style="list-style-type: none">- If these barriers didn't exist, what kind of practice would be happening at your agency?- What can you do about these barriers?- What can you embed in your agency culture to make this last ongoing?