

# All In For Kansas Kids



## Strengthening Early Childhood in Kansas

**WEBINAR** FEBRUARY 12, 2025



# WELCOME

- 2025 Webinar Series
  - Held on the 2<sup>nd</sup> Wednesday of the month
- Sign up to receive our All In For Kansas Kids e-Newsletter on the Children's Cabinet website – <http://www.kschildrenscabinet.org/>
- Presentation on Building Systems for Family Well-Being by Kaela Byers and Jared Barton (KU CPPR) and Individualized Professional Development Plan for Kansas Early Care and Education Professionals by Sherron Field (KCCTO)
- Early Childhood Systems Updates

## 2025 Webinar Schedule

January ~~OFF~~  
February 12<sup>th</sup>  
March 12<sup>th</sup>  
April 9<sup>th</sup>  
May 14<sup>th</sup>  
June 11<sup>th</sup>  
July 9<sup>th</sup>  
August 13<sup>th</sup>  
September 10<sup>th</sup>  
October 8<sup>th</sup>  
November 12<sup>th</sup>  
December 10<sup>th</sup>

## Agenda





# Building Systems for Family Well- Being

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All In For Kansas Kids Systems Building Webinar

February 12, 2025

Kaela Byers, PhD, MSW

Jared Barton, PhD, MSW

Meghan Cizek, MA

Priya Vanchy Kadavasal, PhD, MA



**FAMILY FIRST**  
PREVENTION SERVICES ACT



**FAMILY**  
STRONG



**Well-Being  
Initiative Highlights**

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# The Power of Prevention

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Family First Prevention Services Act  
Kansas Evaluation

Kansas Department for Children and Families  
2019-ongoing

# Family First Services

Community-based prevention services for families with children and youth at “imminent risk” of removal from the home to foster care.



Mental  
Health  
Services



Substance  
Use Disorder  
Treatment



Parent Skill  
Building



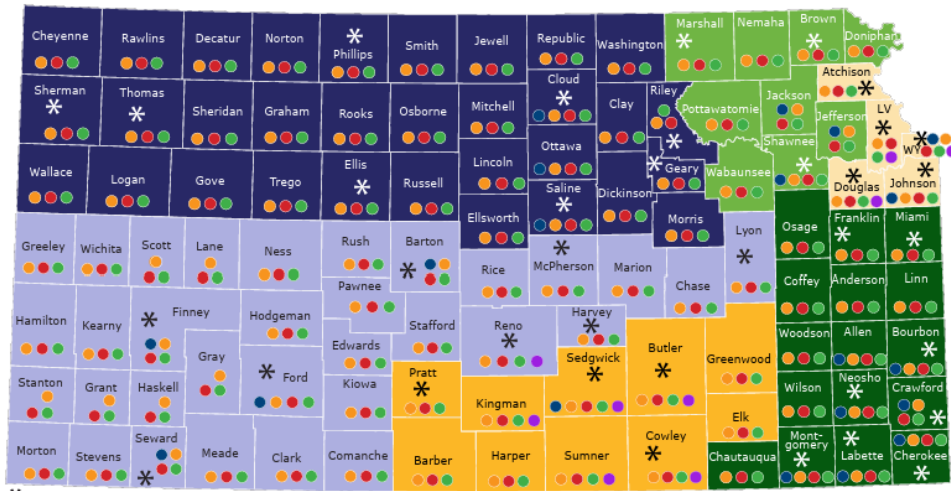
Kinship  
Navigator  
Programs

Trauma-informed, Evidence-based, & provided by qualified clinician

# Kansas Family First Service Array



Family First Prevention Services Act Programs



- \* DCF Service Center
- Northwest
- Southwest
- Northeast
- Southeast
- Wichita
- Kansas City
- Mental Health
- Substance Use Disorder
- Parent Skill Building
- Kinship Navigator
- Other Primary Prevention Services

Rev: 07-19-23

## Substance Use Services

- Substance Treatment and Recovery Team (START)
- Parent Child Assistant Program (P-CAP)
- Strengthening Families
- Seeking Safety

## Mental Health Services

- Parent Child Interaction Therapy (PCIT)
- Multisystemic Therapy (MST)

## Parent Skill Building

- Family Mentoring Program (Nurturing Parent Program)
- Fostering Prevention (Nurturing Parent Program)
- Healthy Families America (HFA)
- Parents as Teachers (PAT)
- Family Centered Treatment

## Kinship Navigation

- Kids2Kin kinship legal services

## Other Services

- Parent Advocate Program
- Community Support Specialist

# Aim of Evaluation

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- Understand the impact of a new statewide array of community-based services for children and families
- Understand uptake and implementation of Family First
- Develop recommendations for refinement







## Research Questions

- How does participation in Family First impact family outcomes?
- Does Family First perform as well as other prevention services in preventing removal?

## Design

- Longitudinal mixed-methods

## Target Outcomes

- Increase child and family well-being
- Reduce child welfare involvement

## Highlight

- Program reach
- Family and service array impact

# Family First Reach

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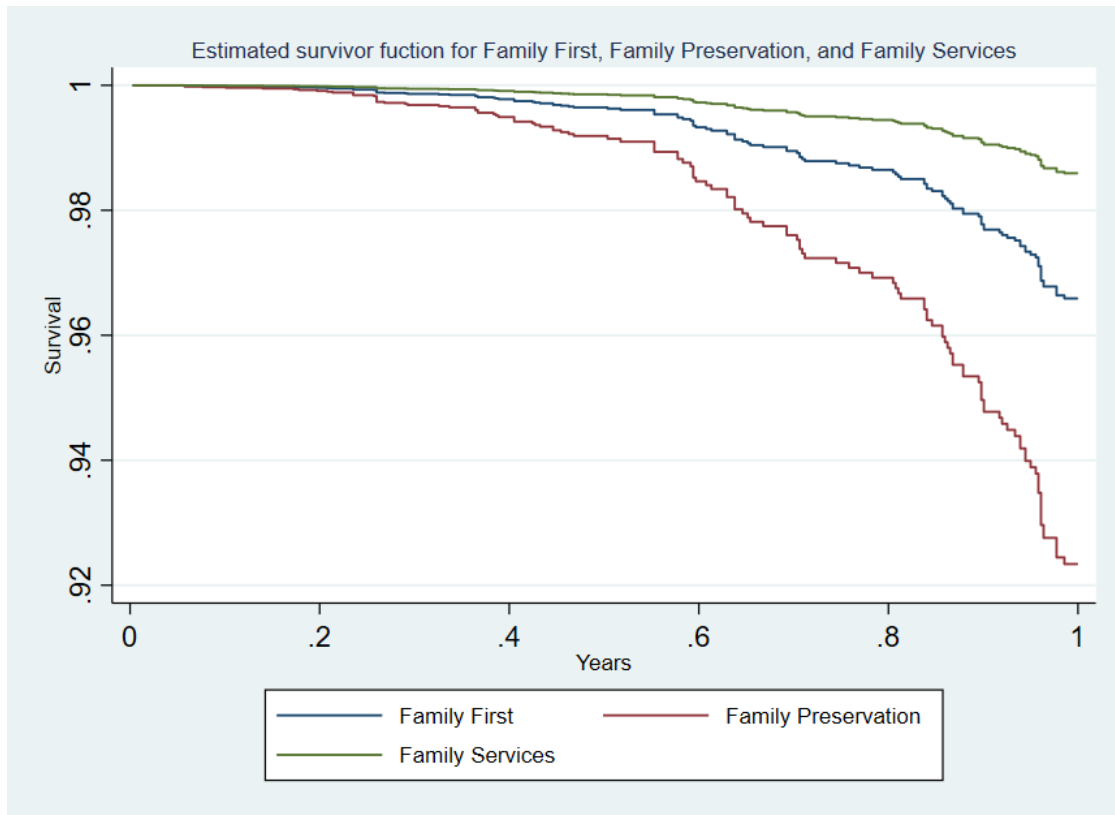
REFERRAL BY SERVICE TYPE	
Mental Health Services	40%
Parent Skill Building	31%
Kinship Navigation	14%
Substance Use Services	6%
Other Prevention Services	10%
Multiple Service Types	3%

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REFERRAL BY REGION	
Northwest	14%
Southwest	17%
Northeast	10%
Southeast	14%
Kansas City	17%
Wichita	27%

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# Impact: Child and Family Well-Being



- Significant improvement among families completing services:
  - Child social-emotional functioning
  - Caregiver mental health
  - Caregiver sense of parenting skill
  - Caregiver substance use
- 97% probability of remaining in home one year after referral
- Permanency in one year 51% more likely than other successful prevention services

# Impact: Service Array and Access

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- Family Council and ICAB co-interpretation of results in community with DCF leadership
- Introduction of new services
- Co-development and drafting of state prevention plan renewal



# Next Steps

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- Support ongoing service delivery of Family First programs statewide
- Conduct statewide needs assessment for ongoing service array alignment
  - Family interviews
  - Statewide well-being and service access assessment
- Prevention plan renewal and iterative modification based on Family Council, provider, and ICAB guidance and recommendations
- Contribute learnings to national policy discussion to strengthen primary prevention approach





# The Power of Community

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Universal Prevention for Strong and Thriving Families (Family Strong)

US DHHS Children's Bureau Demonstration

2021-2026

# Family Strong Aim: Demonstrate a community-based system promoting child and family well-being



Extreme economic hardship

“Resource and opportunity desert”

Culture of “toxic independence”

Poor child and family outcomes

Inadequate community infrastructure



## Research Questions

- What are the essential elements of a community system of well-being?
- How did Family Strong impact target outcomes?

## Design

- Longitudinal mixed-methods study of primary and secondary data

## Target Outcomes

- Increase protective factors
- Increase connection across community service array
- Increase family referral and access to services
- Reduce child welfare involvement

## Highlight

- Community story survey and sensemaking





**Share  
your  
story**

*Your experiences can lead the way  
to improve family well-being  
in Kansas!*

**KU**

# **Aim of Community Story Collection**

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1. Reveal patterns and changes in family experiences related to:
  - Community strengths and challenges that impact well-being.
  - Seeking help.
2. Inform system policy and service to better align with family strengths, needs, and experiences.

## Survey Prompt

Thinking about how it looks and feels for you to live in your community, tell us about a recent experience you or your family had that helps show what life is typically like for you.

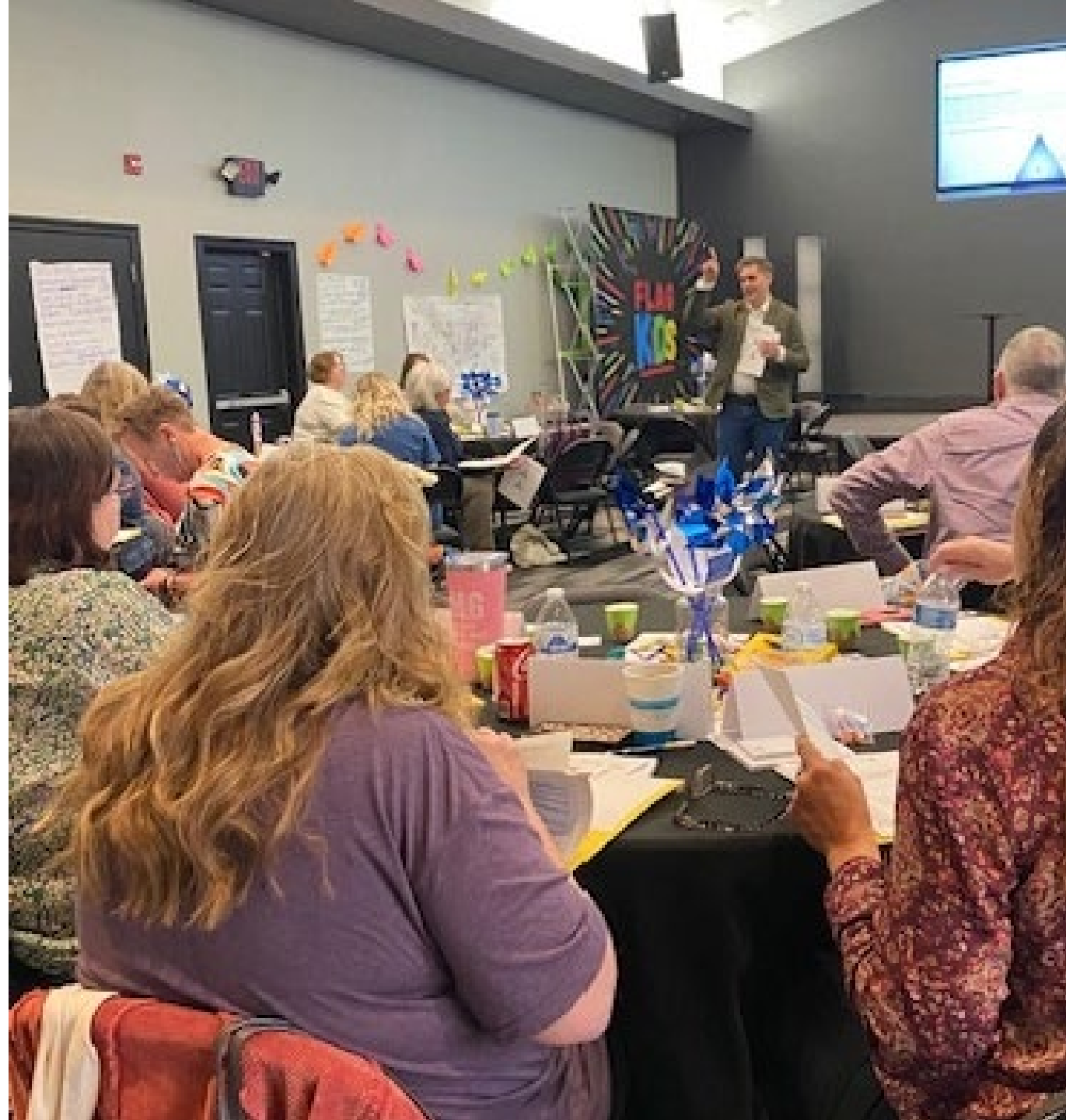
Your brief story could be about a recent moment when you felt strong and thriving, or about a challenge you often encounter that makes it hard to get ahead.

Tell us a little bit about what happened.

# Community Sensemaking

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- Establish baseline understanding of lived experiences and needs
- Challenge assumptions about families and communities
- Provide real-time information on supports, services, resources, and systems from a family and local community perspective
- Spark actionable ideas based on community priorities



# Getting help depends on....

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Young adults do not have enough support and resources in our community. My son is getting ready to turn 22. He has not attended college. One of the only avenues he has found for meeting others his age is by going to a bar, which he does not always want to drink, but that is the only area he has been able to identify others hanging out.

He has made older friends through employment but again, alcohol often seems to be involved. He has a gym membership but has not found many his age to identify with there.

He often feels that online gaming is the only avenue for meeting others with similar interests and therefore spends a majority of time alone in his room. This creates some social isolation and leads him to have some anxiety of meeting others in person.

Having a thriving community scene for young adults, outside of college, is greatly lacking and leads some to poor choices with the influence of alcohol and other drugs. Young adults need more recreational opportunities offered.

# When I think about what's in my community, we need...



We had a tornado recently and an older couple's home was destroyed. Within just a few hours a large group from one of the church's showed up to help with the cleanup. People were calling their family members to see how they could help. Churches and community members donated money to help.

Rent is incredibly high in my area. I wanted to move to a new place where my daughters could have their own bedrooms that were a larger size. I ended up paying almost double my previous rent, from 650 to 1100 dollars. House is still small and old, but as some amenities, like a cellar and a garage, but the house is just as old as the first one, really only marginally larger and still has awful uneven floors. Rental prices are just impossible to keep up with any more.

# Next Wise Actions

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- Family Strong examples:
  - Create more third spaces physically and online
  - Convene community providers to create an action plan on transparency, delivering on promises, and restoring trust
  - Hold public forums for education on the lived family experiences in communities



# Next Steps

- Implement (and support others to implement) next wise actions in communities and statewide
- Continue story survey collection
  - Request QR code postcards and social media materials
- Ongoing community sensemaking in SEK and in FRC communities statewide
- Elevate findings and recommendations to decision makers



# Thank you

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# Individualized Professional Development Plan for Kansas Early Care and Education Professionals (IPDP)

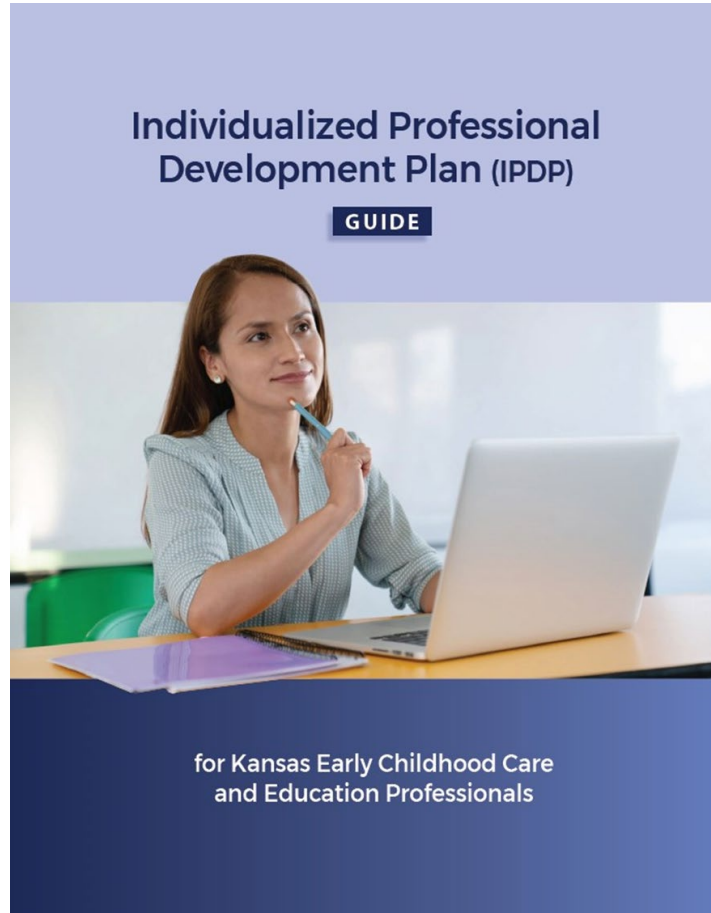


# Made possible by...

The IPDP for Kansas Early Childhood Care and Education Professionals was developed by a workgroup of the Workforce Development Advisory Group, with input from direct service professionals across the state. It's funded by the Kansas Department for Children and Families. It's a collaborative group led by Kansas Child Care Training Opportunities and made up of representatives from agencies, and programs across Kansas that have interest in early childhood care and education.



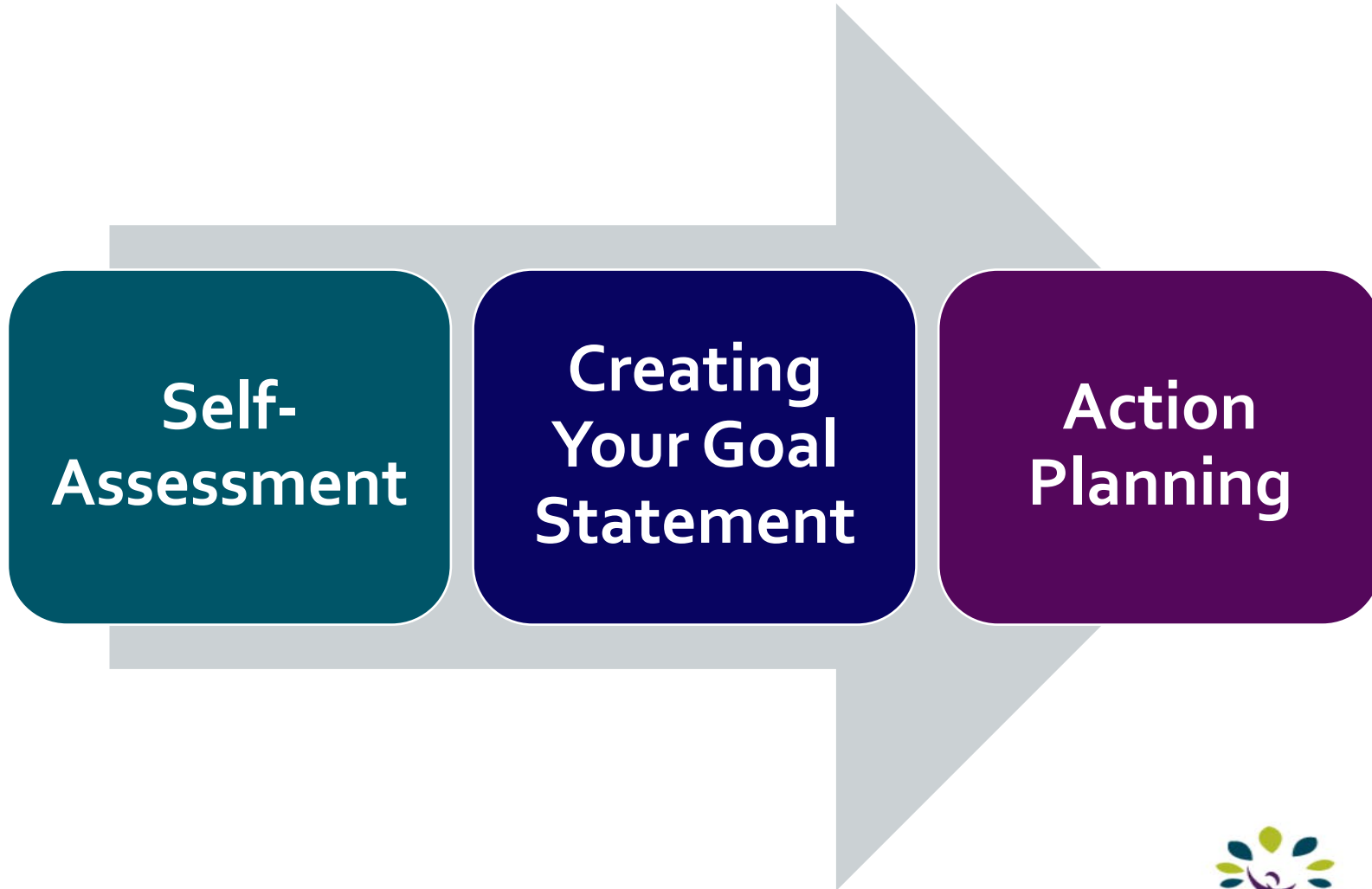
# What is an IPDP?



An Individualized Professional Development Plan (IPDP) is:

- a customized path to reach professional growth,
- a tool that guides you through the process of reflection, and awareness of strengths and interests and,
- determine areas that may benefit from additional focus.

# Three Steps to the IPDP Process:

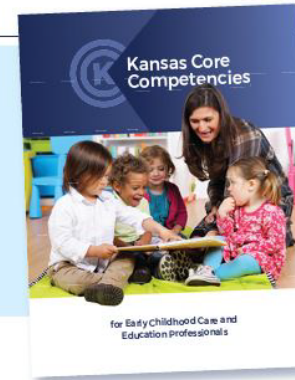


# Step 1: Self-Assessment

- Complete a self-assessment.
  - The recognized ECCE self-assessment in Kansas is the Kansas Core Competencies for ECCE Professionals.
  - Self-assessment can be completed on paper or online.

## Self-Assessment

Kansas Core Competencies for Early Childhood Care and Education Professionals



Below are steps for completing a Self-Assessment based on the *Kansas Core Competencies for Early Childhood Care and Education Professionals*.

### Step 1. Choose Your Self-Assessment Focus Area

The *Kansas Core Competencies for Early Childhood Care and Education Professionals* covers nine domains related to early childhood care and education professional's work with Kansas children. The next section contains worksheets for each of the nine domains.

When beginning your Self-Assessment, decide if you want to complete:

- a focused Self-Assessment (choose one domain Self-Assessment worksheet to complete), OR
- a comprehensive Self-Assessment (complete a Self-Assessment worksheet for all nine domains)

### Step 2. Complete the Self-Assessment

Review each competency statement and how often you demonstrate the knowledge at this skill level.

Remember that we are all life-long learners. Each person that takes this Self-Assessment comes with different backgrounds and levels of experience. If you have been working in early childhood care and education for several years, do not set the expectation that you should choose "always" in each category.



## Step 2: Creating a Goal Statement

- A goal is a broad statement about the long-term expectation of what should happen because of your actions.
- It serves as the foundation for developing your outcomes.
- Goals should align with a statement of need.
- Goals should be only one sentence.

	[RESULT OR OUTCOME]	[BEHAVIOR/CONDITION CHANGE]
<b>Example 1</b>	Increase family involvement	by hosting family events.
<b>Example 2</b>	Earn my CDA	by completing required coursework and demonstrating my knowledge and experience.
<b>Example 3</b>	Create opportunities for nature play and exploration	by building a more natural outdoor play area.

# Step 3: S.M.A.R.T. Action Steps

## Action Plan Example

Action Steps	Action Verb	Measurement	Observable Action	Time Frame
1	Complete	1	professional development opportunity	within 6 months
2	Request	2	visits with a Links to Quality Consultant	in the next 4 months
3	Schedule	2	local organizations donate snacks and drinks OR \$200	within the next 6 months
4	Recruit	25%	family attendance at family events	by the end of September
5	Achieve	90%	attendance at family events	by the last event

**Goal Statement**

Increase family involvement by hosting family events.

# Professional Development is the Heart of an IPDP

## Professional Development and Resources Needed

Do you need professional development (in-service training, higher education, technical assistance) to help you meet this goal? If yes, in what content or topic area?

[KCCTO Course "Promoting Family Engagement with Infant and Toddler Families"](#)

["Family Partnerships" course at local 2 year or 4 year college](#)

What resources or materials will you need to support your progress toward this goal?

[Contact Links to Quality consultant for ideas and support on family partnerships](#)

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- Professional Learning Opportunities
- Higher Education Opportunities
- Coaching
- Mentoring



# A Complete IPDP!

## Individualized Professional Development Plan (IPDP)

Kansas Early Childhood Care and Education Professional

Name Jane Smith Date May 20, 20XX

Let's break down the steps that are needed to accomplish your goal.

- **Action Verb:** Describes how something will change.
- **Measurement:** How much change is needed (number, percentage, minutes).
- **Observable Action:** Be specific and use strong action verbs or phrases. Avoid vague words like "know more," "enjoy."
- **Time Frame:** By when will this action be accomplished?

Increase family involvement by hosting family events.				May 20, 20XX
GOAL STATEMENT				DATE IPDP CREATED
Kansas Core Competencies for Early Childhood Care and Education Professionals, Domain: Partnerships with Families and Communities				
NAME OF SELF-ASSESSMENT COMPLETED				
Action Steps	Action Verb	Measurement	Observable Action	Time Frame
1	Schedule	2	family events	within the next 6 months
2	Recruit	25%	of families to help plan family events	by the end of September
3	Request	5	local organizations donate snacks and drinks OR \$200	before the first event
4	Achieve	90%	family attendance at family events	by the last event

### Professional Development and Resources Needed

Do you need professional development (in-service training, higher education, technical assistance) to help you meet this goal? If yes, in what content or topic area?

KCCIO Course "Promoting Family Engagement with Infant and Toddler Families"  
"Family Partnerships" course at local 2 year or 4 year college

What resources or materials will you need to support your progress toward this goal?

Contact Links to Quality consultant for ideas and support on family partnerships



# All IPDP materials are found:

- <https://kccto.org/providers/ipdp/>

## Step 1: Complete a Self-Assessment



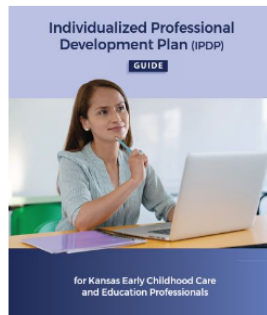
### Kansas Core Competencies Self-Assessment

This Self-Assessment is based on the new Kansas Core Competencies for Early Childhood Care and Education Professionals that were launched in 2024. First you will choose your self-assessment focus area and then complete the self assessment.

Download & Print

Fillable Online Form

## Step 2 & 3: Create Your Goal Statement & Action Plan



### Individualized Professional Development Plan

The Individualized Professional Development Plan (IPDP) will help you create a customized path to guide and support your professional growth. An IPDP will guide you to reflect on your strengths and interests and determine areas that may benefit from additional focus. The information you gain through this process will support you in setting individualized goals to increase your knowledge and skills.

Download & Print

Fillable Online Form

# Career Navigators

Personalized Support for Your Individual Growth

Guidance that's customized to your unique skills, interests and career aspirations.

1:1 Coaching and Mentoring

Career Mapping

Peer Learning Opportunities



Connect with a Career Navigator

[kccto.org/career-navigators/](https://kccto.org/career-navigators/)



## Additional Questions:

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**Chelsea Kusmec**

Career Navigator  
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**Sherron Field**

Career Pathway Program  
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*Thank you!*



# All In For Kansas Kids



Early Childhood  
Systems Updates



# THE COMMUNITY SELF ASSESSMENT TOOLKIT

## HELPING YOU BUILD YOUR COMMUNITY

**Kansas Commerce invites community leaders to a virtual training on how to use the new Community Self-Assessment Toolkit – a valuable resource designed to help identify community needs and opportunities for future grant funding!**

- This training will guide participants through the toolkit, which includes resources for completing an asset inventory, conducting a community survey and hosting a community meeting. Each of these tools gather information that will help build a community action plan that drive meaningful change and ultimately assists you craft a successful grant application.
- Thursday, February 20<sup>th</sup> from 1-2:30pm, [register here!](#)

**Event**



# 4<sup>TH</sup> ANNUAL KANSAS EARLY CHILDHOOD GOVERNANCE SUMMIT

Join us Friday, February 21<sup>st</sup> at 9am on the [Children's Cabinet YouTube channel](#).

- The Kansas Early Childhood Governance System encompasses state agencies, organizations, and community partners, working together to align statewide efforts in early childhood. Representatives from these partners will come together to share their work and report how progress aligns with the direction and goals established in the [All In for Kansas Kids Strategic Plan](#).
- View a summary of last year's 2024 Governance Summit [here!](#)

Event



# CHILD CARE LICENSING REGIONAL ROUNDTABLE SOUTH CENTRAL KANSAS

## Are you a child care professional or a caregiver for a young child?

- Join KDHE/Child Care Systems Improvement Team for this roundtable discussion and share your experiences with child care in your region!
- **Wednesday, March 12<sup>th</sup> from 6:30-8pm (in-person)  
at Child Start in Wichita, KS (1002 S. Oliver)**
- Event is open to the public, ALL are welcome! [Register here!](#)
- Any questions? Email Meghan Kluth, at [mkluth@ku.edu](mailto:mkluth@ku.edu)

Event





# REMINDERS AND NEXT STEPS

- **4<sup>th</sup> Annual Kansas Early Childhood Governance Summit**

Friday, February 21<sup>st</sup> – 9 am-11:30 am

- **Early Childhood Systems Building Webinar**

Wednesday, March 12<sup>th</sup> – 12-1:00 pm

- **Children's Cabinet Meeting**

Friday, April 4<sup>th</sup> – 9 am-12 pm

You can find **all** these meetings and more on our Children's Cabinet YouTube channel!

**Stay Connected!**





# Stay Up to Date



[ALL IN FOR KANSAS KIDS NEWSLETTER](#)



[@KCCTF](#)



[KANSASCHILDRENSCABINET](#)





**Thanks!**

