



## **Tools for Transformation Provider Resiliency Implementation Continuum**

**Resiliency Definition:** Resiliency is an innate capacity that when facilitated and nurtured empowers children, youth, and families to successfully meet life's challenges with a sense of self-determination, mastery, and hope. (ODMH Resiliency Workgroup)

### **PHASE I Provider Resiliency Readiness Assessment and Planning**

- Initiates plans for the development and implementation of a resiliency-oriented agency
- Organizational assessment of readiness to adopt resiliency perspective
- Resiliency mapping of current services and supports
- Strategic planning is guided by and incorporates resiliency values and principles
- Include parent and youth consumer in resiliency planning process
- Introduces resiliency values and principles to agency staff through in-service trainings

### **PHASE II Provider Resiliency Implementation**

- Parent and youth representatives part of implementation committee
- Development of policies that reflect resiliency values and principles
- Resiliency mission statement is articulated
- Resiliency guiding values and principles statement are articulated
- Agency-wide training on resiliency
- Implementation of at least one resiliency-based set of services, supports, and/or processes (those with strong family partnering and asset-building focus; e.g. wraparound planning process)

### **PHASE III Sustaining and Growing Provider Resiliency through Quality Monitoring and Performance Improvement**

#### **Training and Supervision**

- Staff and agency trainings reflect and support resiliency-based values, principles, and practices
- Parent & youth are involved in resiliency training of staff
- Agency trains staff on how to integrate resiliency and asset-building into assessment and treatment planning

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- Ongoing resiliency coaching is integrated into supervision and consultation processes and builds on training
- Agency makes resiliency training widely available to consumers and families

### **Policies and Decision-Making**

- Parent and youth have permanent seats on the board and have equal vote
- Youth, and/or family member employed by the agency
- Youth & parent representation on the board & agency's policy and planning, and CQI committees
- Policies underpin the values of resiliency to programming & decision making

### **Evaluation**

- Utilize assessment and outcome tools that measure positive growth, including, asset development, competencies, and strengths
- Utilize resiliency assessment and outcome measures to inform practice
- Track resiliency outcomes and utilize in quality and performance improvement processes
- Implement consumer-based evaluation of supports and services; Agency Resiliency Report Card

### **Supports and Services**

- Agency utilizes multiple strategies for promoting resilience\* and offer continuum of resiliency-based supports, services, and/or processes (those with strong asset-building focus; e.g. wraparound planning process; mentoring programs; self-regulation skill building etc.)
- Employ EBP's with strong elements of resilience: Multisystemic Therapy; Wraparound; Functional Family Therapy; DECA; Incredible Years
- Risk reduction, protective factor & asset-building strategies are utilized\*
- Services have empowerment focus, where the family is considered an equal partner in the treatment process
- Treatment plans include asset building goals such as building functional competencies
- Family and youth point of view integrated at all points in the assessment and treatment planning process
- Services foster hope as evidenced by positive gain scores on the Ohio Scales Hopefulness scale

\* From Dr. Ann Masten