

GRANT ANALYSIS FORM OPERATING & CAPITAL GRANT PROJECTS/PROGRAMS

Department/Division: **Health Department-Maternal Child Health Division**

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Category of Request

- New Grant
- Grant Continuation
- Change in Previously Approved Grant

Previous Council File No. 200925

Previous Council File No.

Project/Program Title: **Family Foundations Home Visiting Grant**

Grantor Agency: **WI Department of Children and Families**

Grant Application Date: 08/01/2020

Anticipated Award Date: 10/1/2020

Please provide the following information:

1. Description of Grant Project/Program (Include Target Locations and Populations):

Family Foundations Milwaukee Comprehensive Home Visiting Grant targets the following outcomes through Home Visitation:

- Improve pregnancy outcomes and maternal health
- Improve family health, safety, and development
- Prevent child abuse and neglect
- Enhance family economic sufficiency
- Provide linkages and referrals
- Increase positive parenting practices
- Assure school readiness for the children

Empowering Families of Milwaukee (EFM) is a long term, evidenced-based home visiting program that provides intensive home visiting to pregnant women and their families in the City of Milwaukee until the target child is three years old. A highly trained case management team comprised of a public health social worker and public health nurse deliver services to families throughout the City. In addition to direct service provision, the Milwaukee Health Department (MHD) provides leadership for community collaboration in the interest of assuring that all family needs are met.

The Direct Assistance to Dads (DAD) Project is a home visiting program for fathers of any age in the City of Milwaukee who are either expecting a child or have a child under the age of 12 months. The program utilize Father Involvement Specialists that aim to strengthen fathers' involvement in their children's and partner's lives. Services are intended to improve parenting skills and increase awareness of child development—encouraging the active role of fathers in their children's lives.

Both program use evidence-based home visitation models and curricula to provide participant-driven case management services that support them in meeting their self-identified needs.

The amendment requested as of January 2021 to this grant involves our Reflective Practice Consultation services and EFM/DAD being awarded an additional \$14,400 for the remainder of this current grant cycle towards this line item. The Family Foundations Home Visiting (FFHV) State Team offered all current LIAs the opportunity to increase their awarded monies towards the Reflective Practice Consultation services all of the Home Visiting programs under FFHV have to provide to their staff and families. This is including but not limited regular group meetings amongst the staff, individual consultations with staff, group meetings for the Home Visiting leadership team and mental health consultation for our families with identified emotional/mental/behavioral health needs. We currently contract with Children's Wisconsin for these services.

Reflective supervision is a distinctive form of competency based professional development that is provided to multidisciplinary early childhood home visitors who are working to support very young children's primary caregiving relationships. Reflective supervision is a practice, which acknowledges that very young children have unique developmental and relational needs and that all early learning occurs in the context of relationships. Reflective supervision is distinct from administrative supervision and clinical supervision due to the shared exploration of the parallel process, that is, attention to all of the relationships is important, including the relationships between home visitor and supervisor, between home visitor and parent, and between parent and infant/toddler. Reflective supervision supports professional and personal development of home visitors by attending to the emotional content of their work and how reactions to the content affect their work. In reflective supervision, there is often greater emphasis on the supervisor's ability to listen and wait, allowing the supervisee to discover solutions, concepts and perceptions on his/her own without interruption from the supervisor.

2. Relationship to City-wide Strategic Goals and Departmental Objectives:

The Family Foundations for Home Visitation Grant aligns with the MKE Elevate MHD's 2017-2022 Community Health Improvement Plan in the following categories:

- **Inclusive and Fair Society:** The work of Empowering Families and the DAD Project will enhance community connectedness through the coordination of community outreach events and connection to social and mental health services. Additionally, through both programs the evidence-based models require parent group opportunities to build support networks and strengthening the communal ties.
- **Economic Security:** Empowering Families and the DAD Project support and improve participant access to basic human needs, such as healthy and affordable food, resources for housing, employment, infant supplies, and much more. This is particularly important during the current COVID-19 pandemic where families are struggling to meet their children's basic needs. In conjunction with assisting with economic security, MHD's staff work with the mothers and fathers to build upon their parenting skills, economic stability, safe housing, and life skills development—bridging any gaps in knowledge, education, skill or access to cares.

- **Positive Mental Health:** Both programs provide support to parents and families around mental health; using a trauma-informed scope of practice and partnership with Mental Health Consultants. Home Visitors act as a bridge to provide support and linkage for families to mental health services; creating individualized and culturally competent care plans to families.

3. Need for Grant Funds and Impact on Other Departmental Operations (Applies only to Programs):

The Family Foundations Grant requires at least a 25% match from the City O&M funding. The positions that are funded by the grant are as follows:

Empowering Families of Milwaukee:

- 1 FTE (1.0) Program Manager (over both EFM and DAD Project)
- 3 FTE Health Project Supervisors
- 7 FTE (1.0) Public Health Social Workers
- 7 FTE (1.0) Public Health Nurses
- 1 FTE (1.0) Office Assistant II
- 1 FTE (0.5) Health Information Specialist

DAD Project:

- 1 (1.0 FTE) Health Project Supervisor
- 3 (1.0 FTEs) Health Project Assistants

4. Results Measurement/Progress Report (Applies only to Programs):

In 2019, Empowering Families of Milwaukee served 151 families with 73 babies born to the EFM project participants during that time. Of those babies born 95% of them had positive birth outcomes—healthy birth weight, full term gestation—while enrolled in EFM. There was a total of 191 referrals in which home visitors made contact with to offer services—an increase from the 141 referrals from the previous year of outreach efforts.

In 2019, the DAD Project enrolled 44 fathers (across 3 staff) of the 51 referrals received in which home visitors made contact with to offer services. The DAD Project has undergone heavy transition in 2019 due to the MHD reorganization and subcontract with the Healthy Start grant held by Children's WI for fatherhood engagement. The DAD Project and Healthy Start have been able to start providing community groups to teen and adult fathers in addition to creating a referral pipeline between the two programs to customize servicing to fathers in need.

It is anticipated that in the next reporting period there will be less referral volume due to the impact of COVID-19 on various outreach methods and the initial cessation of taking new cases in the beginning of the pandemic but the programs have been able to maintain engagement with about 90% of their already enrolled families and they actively work on new outreach methods within the parameters of safety recommendations of MHD, the State funders and Home Visitation Model.

5. Grant Period, Timetable and Program Phase-out Plan:

10/1/2020 – 9/30/2021

6. Provide a List of Subgrantees:

Healthy Start Grant (held by Children's Wisconsin) has a subcontract with MHD for fatherhood engagement that partially funds the DAD Project Health Project Supervisor's position and a MHD employed Community Outreach Specialist supervised by the DAD Project HPS. This has become a direct partnership between Healthy Start and the DAD Project that the Program Manager helps to oversee as well as the FFHV grant.

7. If Possible, Complete Grant Budget Form and Attach.

See attached.