

# The Empower Action Model:

A Framework for the Prevention of ACEs Through  
the Promotion of Equity, Resilience and Wellbeing

# Empower Action Model Development

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Children's Trust of South Carolina



# Goals

- 1 Understand why the Empower Action Model™ was developed and the science behind it
- 2 Gain an understanding of how the Empower Action Model™ is used in real-world application at the local level

**Every child  
deserves to live  
their best life**



# History of the South Carolina ACE Initiative

Starting the journey  
2013 - 2015



Moving forward  
2015 - 2017



Forging ahead  
2018 →



# Protective Factors

01

How do you know if you are preventing something?

02

How do you put these frameworks into action?

03

How do you connect the work at multiple levels?





# We need...



## A public health approach to child well-being

By definition, public health aims to provide the maximum benefit for the largest number of people.



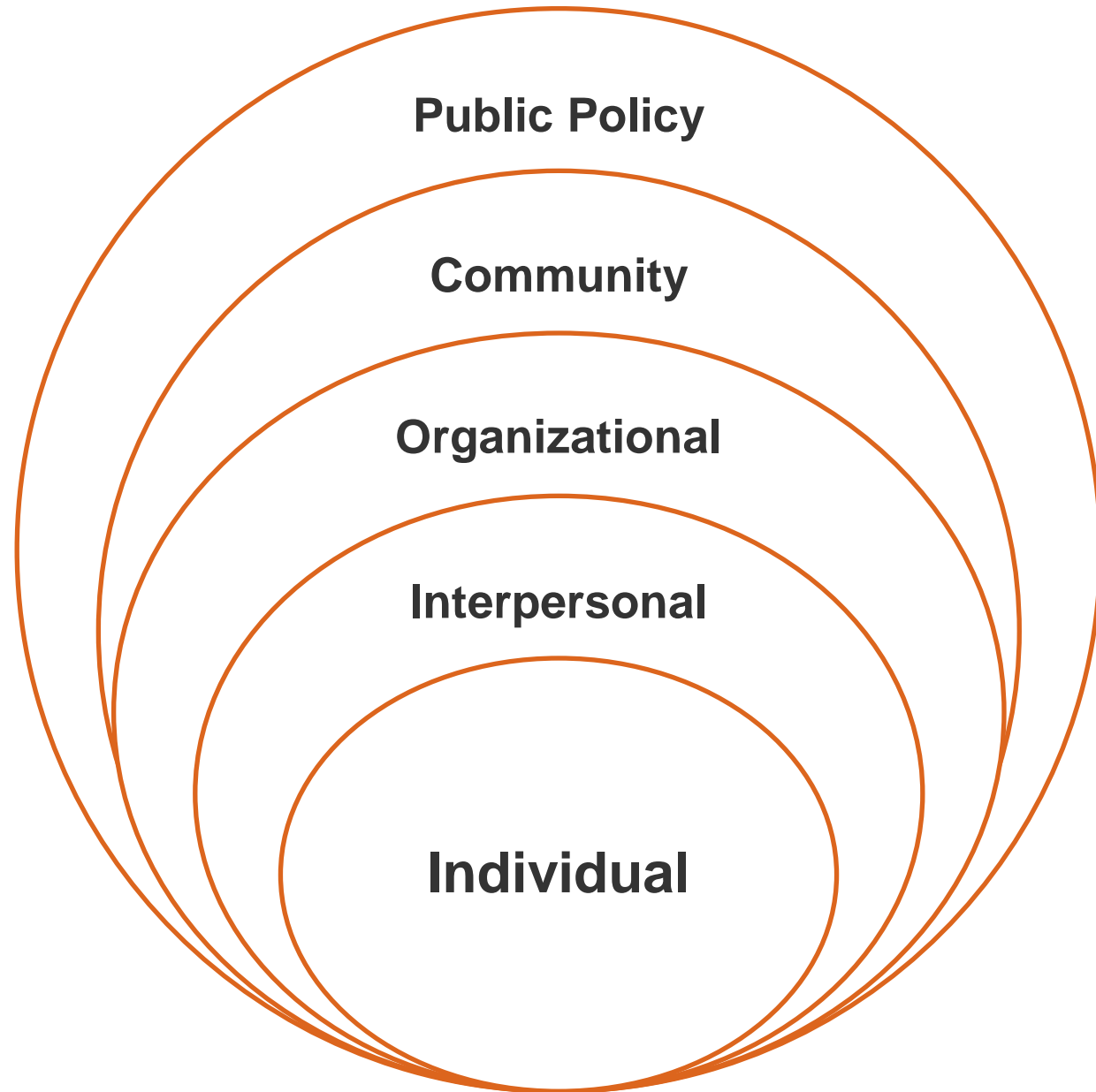
- ① **Protective factors**
- ② **Socio-ecological model**
- ③ **Life course perspective**
- ④ **Race equity and inclusion**

# Guiding Theories

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# Socio-Ecological Model





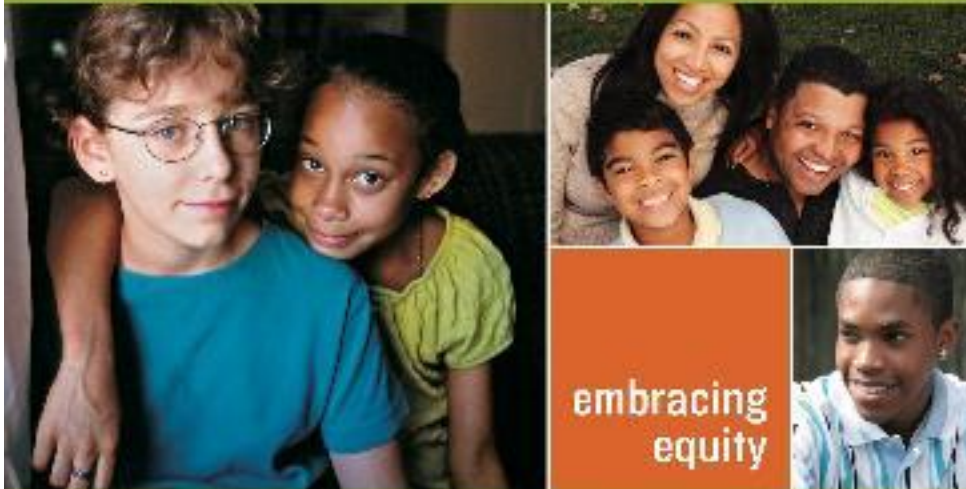
# Life Course Perspective

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## Race Equity and Inclusion Action Guide



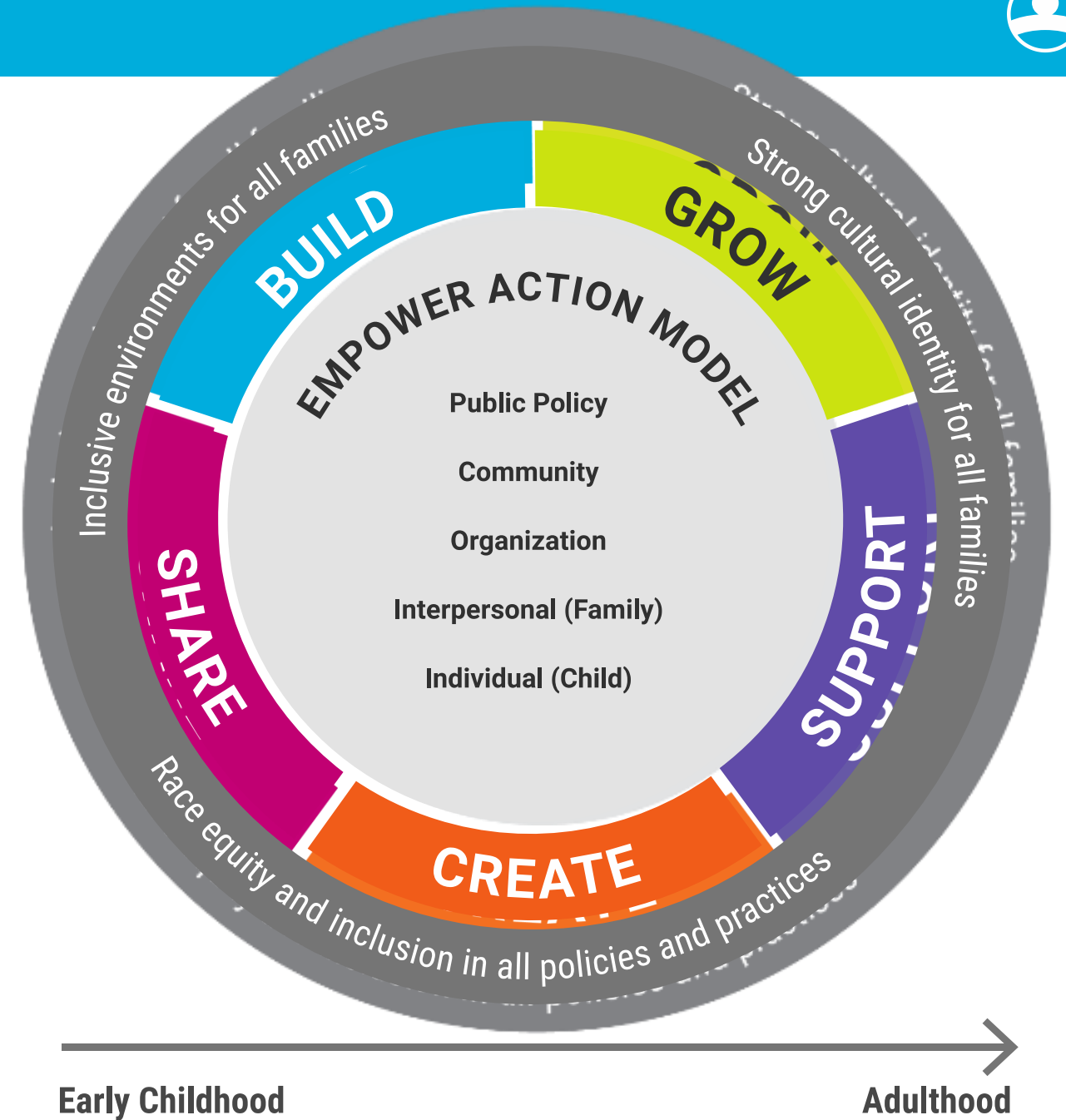
7 STEPS TO ADVANCE AND EMBED RACE EQUITY  
AND INCLUSION WITHIN YOUR ORGANIZATION

THE ANNE E. CASEY FOUNDATION

# Race Equity and Inclusion

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# The Empower Action Model





# Empower Action Model Action-Oriented Protective Factors

## Create

positive environments for  
social-emotional well-being

## Support

children and families through  
positive relationships

## Build

resilience through learning  
skills needed to manage  
stress and nurture children

## Share

resources that allow  
individuals and families to  
meet their basic needs

## Grow

positive outcomes by  
promoting individual  
development

# Empower Action Model Overview

	FAMILY		ORGANIZATION	COMMUNITY	PUBLIC POLICY
	CHILD	CAREGIVERS			
<b>BUILD</b> resilience through learning skills needed to manage stress and nurture relationships	Possess inner strength to positively meet challenges and overcome adversity	Manage stress and buffer its effects on family during tough times	Establish a system that values individual contributions, perspectives, differences and strengths	Demonstrate that individuals are valued, honored and supported by the community	Advocate for policies that build resilience including policies that create positive environments and provide services for health and well-being
<b>GROW</b> positive outcomes by promoting individual development	Understand personal growth and development	Engage in developmentally appropriate interactions with children	Assess individual contexts, development and needs when setting expectations and career planning or training	Demonstrate importance of community involvement in individual health and well-being through the development of programs focused on prevention	Promote the notion that we are all responsible for health and well-being through sound policies and programs
<b>SUPPORT</b> individuals and families through positive relationships	Engage in trusting, caring relationships with competent adults	Build mutual trust and support with children	Foster positive relationships within the organization and promote engagement with family and community	Promote opportunities that build healthy relationships and support for parents while empowering parents to be leaders and decision-makers	Fund and endorse policies and programs that provide individuals and families with connection and support within their communities
<b>CREATE</b> positive environments for social-emotional well-being	Manage emotions and relate positively to others	Foster children's social-emotional development	Create an environment that values the importance of positive social-emotional well-being	Understand the importance of positive community environments for individuals and social-emotional well-being for families	Adopt policies that promote safe, stable and nurturing environments
<b>SHARE</b> resources that allow individuals and families to meet their basic needs	Identify, find, and receive support to meet basic needs	Have skills and tools to identify needs and connect to supports that strengthen families	Create an atmosphere where employees can access resources in times of need and for self-care	Provide information and connection to services in the community to promote resilience	Promote policies that create access to resources for all
<b>RACE EQUITY AND INCLUSION TENETS</b>	Individuals have positive cultural identity by honoring family history, race, and ethnicity		Organizational policies and practices are racially and culturally inclusive and recognize the importance of diversity in workforce and leadership	Community efforts eliminate messages that reinforce "otherness" of health outcomes while creating programs that are culturally competent and promote equity	Policy efforts should work to dismantle systemic racial inequity

# Overview: Example Level





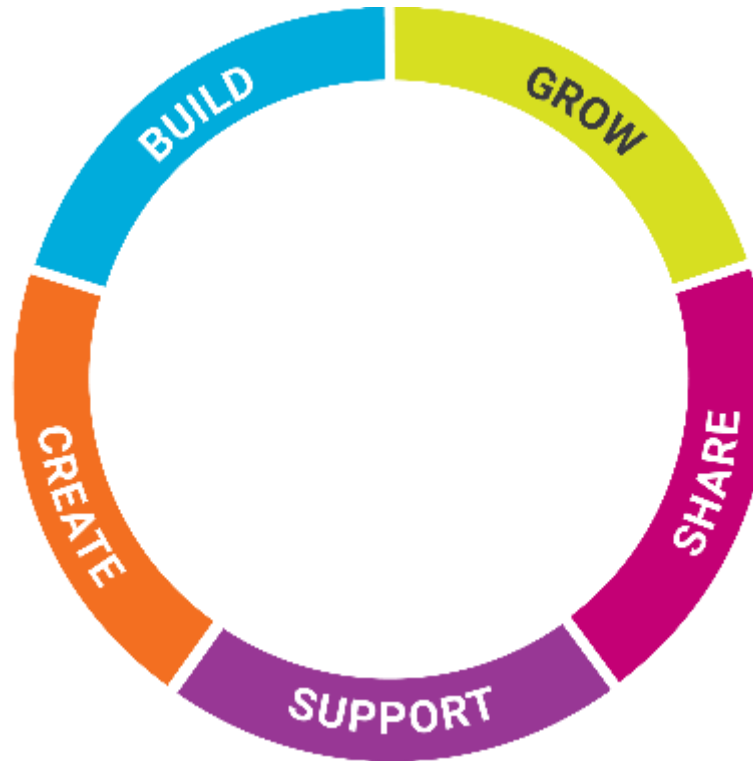
# How the Empower Action Model fits into programs in South Carolina

## BUILD

Parents as Teachers |  
Nurse-Family Partnership |  
South Carolina Center for  
Fatherhood and Families

## CREATE

Child's Haven | Children's  
Place | Beyond Abuse



## GROW

Strengthening Families  
Program | Triple P | Family  
Connection

## SHARE

Harvest Hope | Sisters of  
Charity | YMCA | Family  
Resource Centers

## SUPPORT

Big Brother Big Sister | Urban League |  
Federation of Families | Circle of Parents

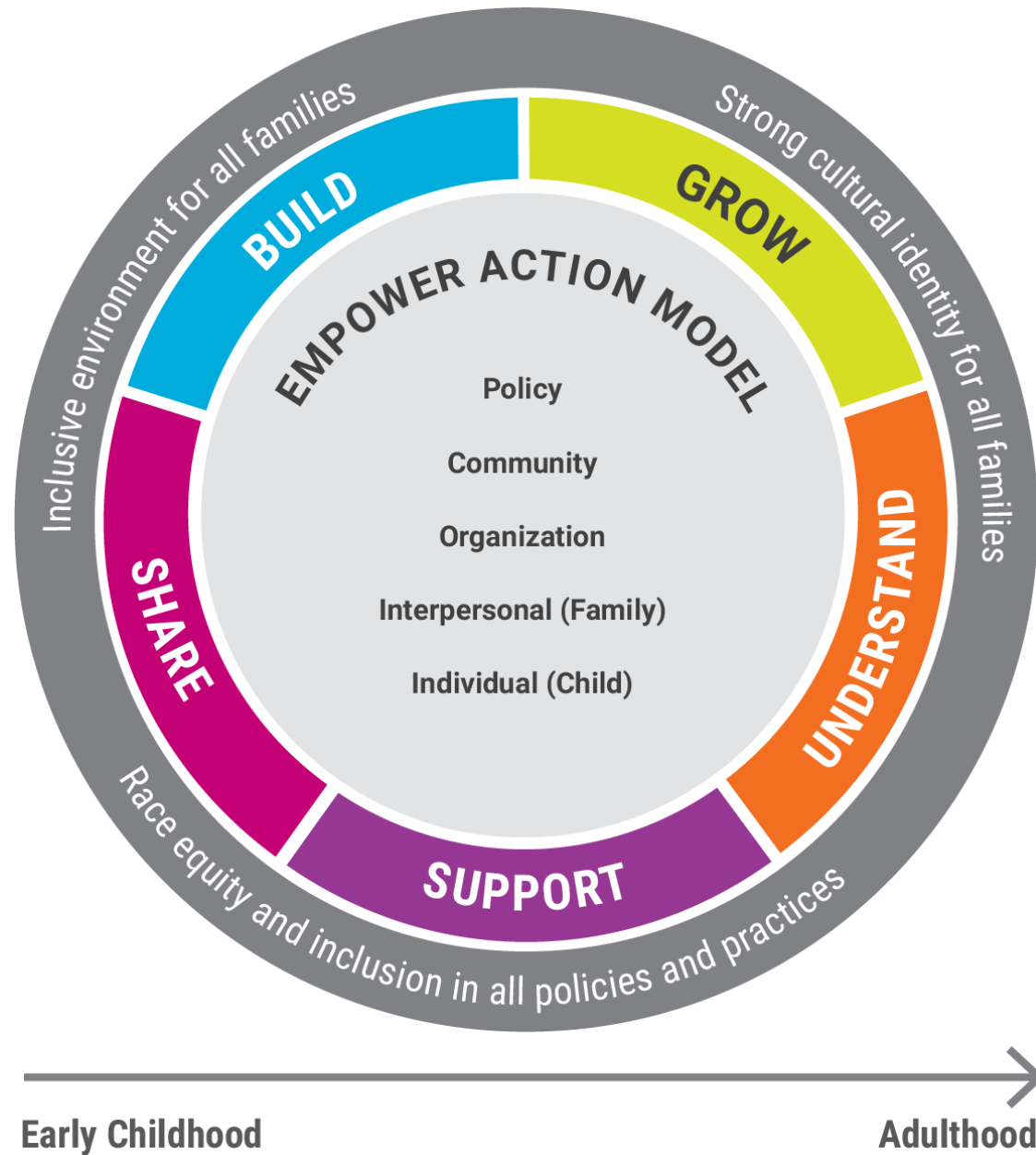




# Framework

## The Empower Action Model

	FAMILY		ORGANIZATION	COMMUNITY	PUBLIC POLICY
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<b>GROW</b> positive outcomes by promoting individual development	Understand personal growth and development	Engage in developmentally appropriate interactions with children	Assess individual contexts, development and needs when setting expectations and career planning or training	Demonstrate importance of community involvement in individual health and well-being through the development of programs focused on prevention	Promote the notion that we are all responsible for the health and well-being through sound policies and programs that promote healthy development
<b>SUPPORT</b> Individuals and families through positive relationships	Engage in trusting, caring relationships with competent adults	Build mutual trust and support with children	Foster positive relationships within the organization and promote engagement with family and community	Promote opportunities that build healthy relationships and support for parents while empowering parents to be leaders and decision-makers	Fund and endorse policies and programs that provide individuals and families with connection and support within their communities
<b>CREATE</b> positive environments for social and emotional well-being	Manage emotions and relate positively to others	Foster child's social-emotional development	Create an environment that values the importance of positive social and emotional well-being	Understand the importance of positive community environments for individuals and families' social and emotional well-being	Adopt policies that promote safe, stable and nurturing environments
<b>SHARE</b> resources that allow individuals/families to meet their basic needs	Identify, find and receive support to meet basic needs	Have skills and tools to identify needs and connect to supports that strengthen your family	Create an atmosphere where employees can access resources in times of need and for self-care	Provide information and connection to services in the community to promote resilience	Promote policies that create access to resources for all
<b>RACE EQUITY AND INCLUSION TENETS</b>	Individuals have positive cultural identity by honoring family history, race, and ethnicity		Organizational policies and practices are racially and culturally inclusive, and recognize the importance of diversity in workforce and leadership	Community efforts eliminate measures that reinforce "otherness" of health outcomes while creating programs that are culturally competent and promote equity	Policy efforts work to eliminate systemic racial inequity



# Empower Action Model



# Empower Action Planning Guide

## Ready. Set. Go.

EMPOWER ACTION PLANNING GUIDE

*Join us on a journey to a better South Carolina.*





## Ready. Set. Go.

Successful journeys have a plan, which helps you know the turns to make, who should join you and how to know when you've arrived. A plan also helps you handle the detours and roadblocks. This guide will get you on your way!

### READY

*Deciding on the journey*

#### FRAMING THE SCOPE

- ✓ Review what is happening in your community.
- ✓ Listen to and include families.
- ✓ Catalogue local services.
- ✓ Identify your champions.

### SET

*Planning for action*

#### DETERMINING THE DETAILS

- ✓ Set your priorities.
- ✓ Outline your plan.
- ✓ Build your team.

### GO

*Work your plan*

#### MONITOR YOUR PROGRESS

- ✓ Assess if your work is moving you closer to the goal.
- ✓ Sustain the change over time.

## Empower Action Planning Guide

# The Empower Action Model™ Coalition Action Plan



# Empower Action Model in the Field

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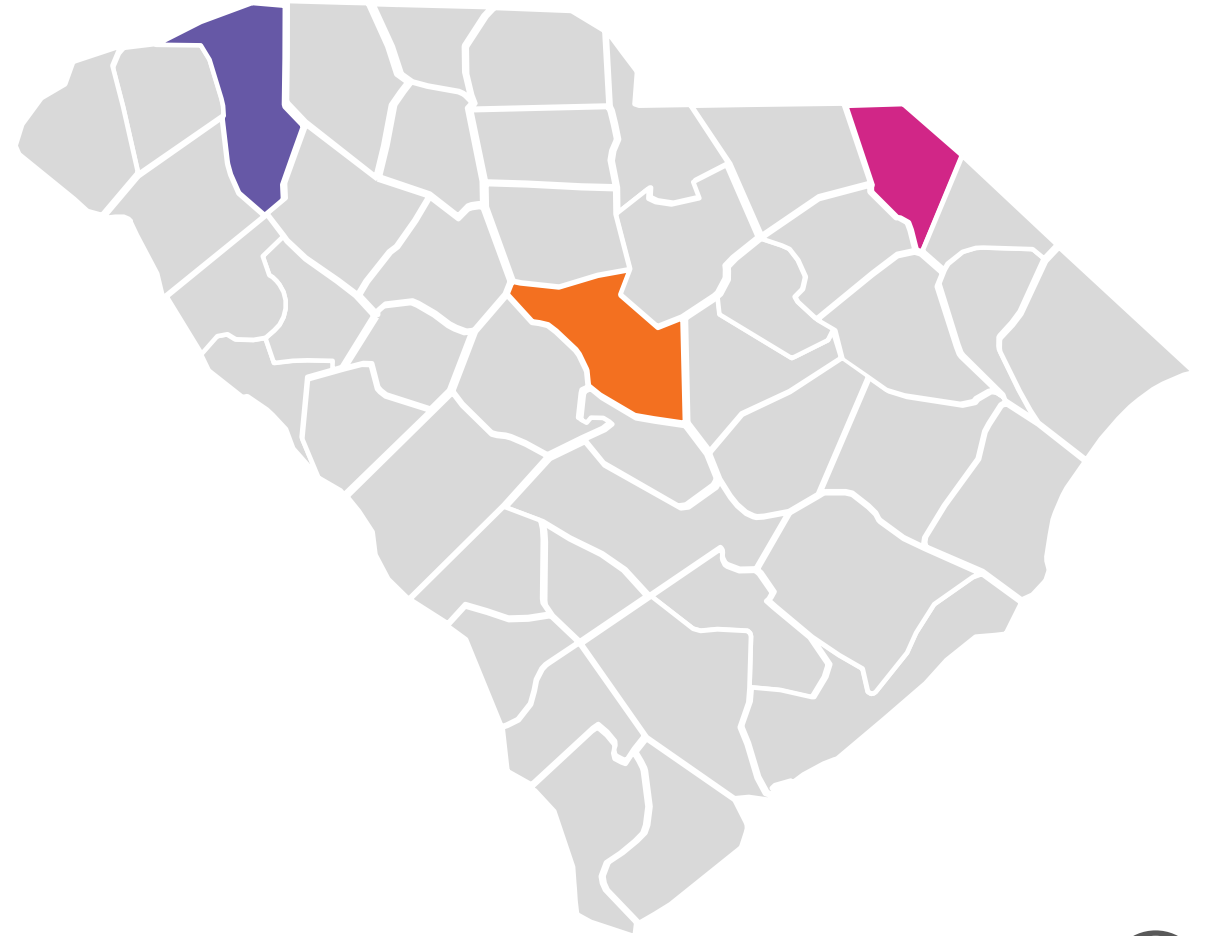
**Dana Powell, M.Ed.**

*Community Engagement and Training Coordinator;  
Empower Action Coach*

Children's Trust of South Carolina

# Empower Action Coalitions

-  Resilient Richland
-  Empower Action Marlboro
-  Empower Oconee



**READY**

*Deciding on the journey*



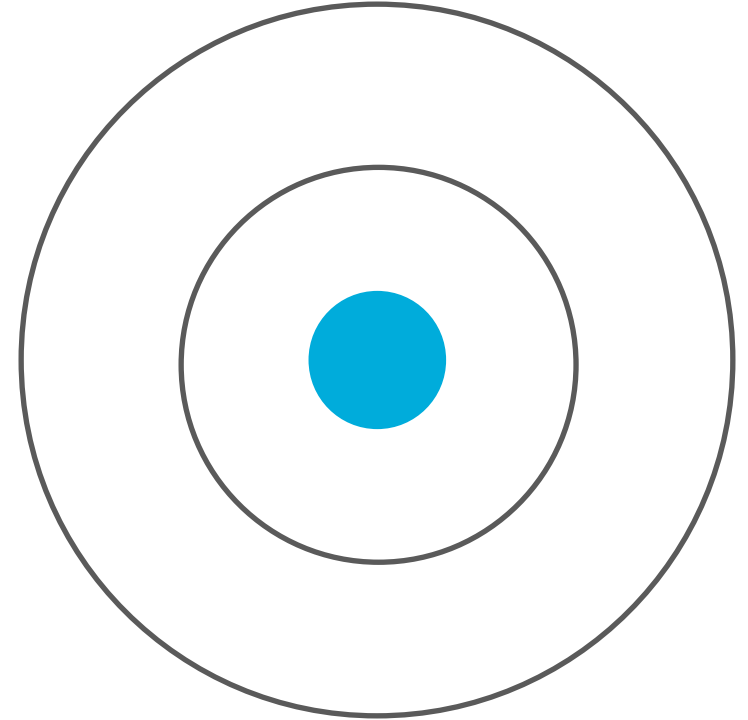
# OBJECTIVES

## Objective One

Coalitions will have an **infrastructure** in place to support the creation of a sustainable, long-range plan, informed by parents and caregivers, to address the prevention of child maltreatment and promotion of child well-being.

## Objective Two

Coalitions will have a sustainable, long-range **plan**, informed by parents and caregivers, to address the prevention of child maltreatment and promotion of child well-being.



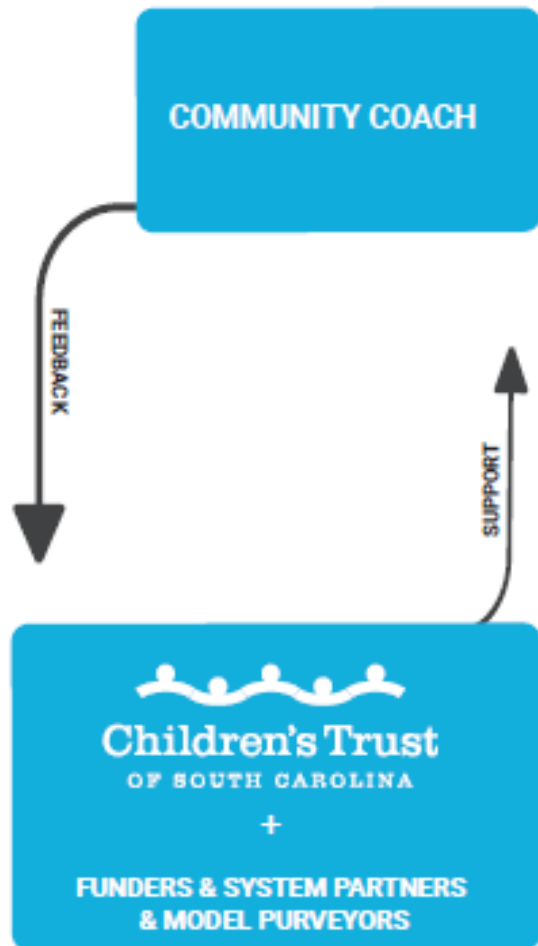
**READY**

*Deciding on the journey*





## Implementation Support System

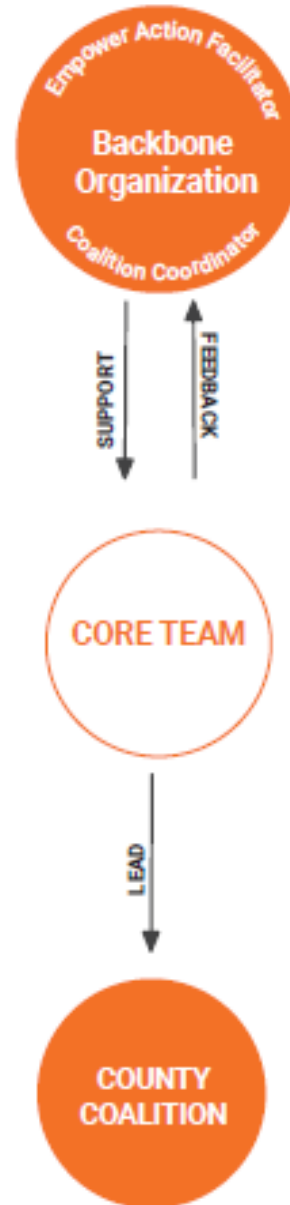


READY

*Deciding on the journey*



## EA Community System



# Network Map & Collective Impact





# Relationships Relationships Relationships

**READY**

*Deciding on the journey*



# THE ACTION PLANNING PROCESS

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- + *The Empower Action Model*
- + *Ready. Set. Go*
- + *The Five Protective Factors*



# Ready: Data Collection & Review

- Adverse Childhood Experiences
- Child Maltreatment
- KIDS Count / Child Well-Being
- Community Asset Surveys
- Core Team & Coalition Capacity Assessments
- Core Team & Coalition Collaboration Assessments

**READY**

*Deciding on the journey*



# THE ACTION PLAN

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- + *BUILD*
- + *GROW*
- + *SUPPORT*
- + *CREATE*
- + *SHARE*

3

# Action Plan Development

## THE ACTION PLAN

In order to **BUILD** resilience through learning skills needed to manage stress and nurture relationships, we will:

### FAMILIES

Support relationships within communities and neighborhoods by bringing parents together based on shared experiences which will help create strong neighborhoods.

### ORGANIZATIONS

Provide education on protective factors and mentoring programs and how those build and support strong communities.

### COMMUNITIES

Bring residents together to learn what they want and need to create vibrant, safe neighborhoods and encourage them to take leadership roles in creating change where they want to see change.

Develop a youth advisory board to provide feedback and create a sense of belonging in the community.

### PUBLIC POLICY

Advocate, endorse and support public policies that exist for early childhood education and community programs that promote for safe play, and resources for teens.

SET

Planning for action



# Action Plan Development

## THE ACTION PLAN

In order to **GROW** positive outcomes by promoting individual development, we will:

### FAMILIES

Support relationships within communities and neighborhoods by bringing parents together based on shared experiences to promote positive parenting.

Identify already existing safe play spaces

### ORGANIZATIONS

Encourage employers to provide opportunities for employees to learn about home ownership opportunities.

Encourage the connection of teens and youth to employers with shared interest and career

### COMMUNITIES

Bring residents together to learn what they want and need to create vibrant, safe neighborhoods and encourage them to take leadership roles in creating change where they want to see change.

Develop a youth advisory board to provide feedback and create a sense of belonging in

### PUBLIC POLICY

Advocate, endorse and support public policies that exist for early childhood education and community programs that promote for safe play, and resources for teens.

**SET**

Planning for action



# EXECUTIVE SUMMARY

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- + *Developing the plan*
- + *Who was involved*
- + *What's next*



# Action Plan Development Overview

## EXECUTIVE SUMMARY

## DEVELOPING THE PLAN

*Use this space to share how you developed your action plan and the steps you took to bring people together this year.*

Empower Oconee is an initiative of the United Way of Oconee County focused on supporting children and families so they are strong and can live to their full potential. The Coalition engages broad representation from the community including parents and caregivers, educators, local organizations, and faith-based institutions. The Core Team and Coalition partner and solicit feedback from our Parent Matters Advisory Group. United Way of Oconee County serves as the backbone organization providing staff support for meetings and planning efforts. Children's Trust of South Carolina is a key partner in this work and is committed to building protective factors in communities throughout South Carolina that can and will support all children and families. The work is also supported by the Empower Oconee co-chairs, with a Core Team and a full Coalition comprised of caregivers, agency providers, faith-based representatives, local school district representatives, child welfare partners, and invested citizens that live and serve within Oconee County.

During the first months of our coalition meetings, we thoroughly assessed our county's ACES Data Profile, provided to us by Children's Trust. After discussing our own thoughts on the data, we polled our county through Community Asset Surveys. For data collection, Parent and Community Cafes were held throughout the county in an effort to facilitate discussion and brainstorming to look at the strengths within the county at large and within smaller community networks. The Coalition and the Core Team then took the ideas and feedback from the surveys and Parent and Community Cafe's and assessed what were the critical needs within the community. From those survey results, in addition to conversations with the Core Team, other community leaders, and facilitated discussions in Coalition meetings, we were able to identify three areas of focus: early childhood support, teen resource support and safe/affordable housing. In order to expand safe and affordable housing to include fostering a strong sense of community and to empower existing leaders identified by the community, we titled the focus group, "Strong Communities". Empower Oconee Coalition

READY

Deciding on the journey



# Action Plan Development Partners

## EXECUTIVE SUMMARY

### WHO WAS INVOLVED

*Identify individuals and organizations involved in the development of the action plan and the coalition's planning process.*

Empower Oconee is comprised of caregivers, agency providers, faith-based representatives, local school district representatives, child welfare partners, and invested citizens that live and serve within Oconee County. The Core Team consisted of child welfare partners, community members, a retired school district teacher, and a representative with a local college. In order to partner with existing programs and ensure the sustainability of the Empower Action Plan, the Coalition engaged members of local agencies such as: Safe Harbor, NAMI, Anderson University, United Way of Oconee Board, Strengthening Families Program, One Circle Foundation, Foothills YMCA, Department of Juvenile Justice, Foothills Alliance, The NOLA Network, Mentor Upstate, Oconee County First Steps, Carolina Family Engagement Center, local law enforcement and recreation facilities, Ripple of One, city councils and the School District of Oconee County. The School District of Oconee County, in an effort to become a trauma-informed school district, has trained 25-30 staff as Master ACES trainers through Children's Trust.

The Core Team and Coalition's goal is to partner with these agencies by offering resources, volunteers, grant-sharing and other opportunities to best create community cohesiveness and best serve all children and families of Oconee County. The Core Team will continue to look for additional members that can help in the delivery of the action plan and who can carry out



**READY**

*Deciding on the journey*



# Action Plan Implementation

## EXECUTIVE SUMMARY

## WHAT'S NEXT

*Share what your coalition is planning to do with the action plan and the steps you'll take to make progress over the next year*

1

### Strong Communities

In addition to creating strategies to address Safe and Affordable Housing, this focus group will also seek to create safe play space throughout the community and support the community in creating safe neighborhoods. This focus group will empower existing leaders identified by the community to become change agents. To

2

### Early Childhood-

Connect families to community organizations that promote positive parenting and development of young infant and preschool aged children.

Supporting families by building positive relationships with one another based on shared

3

### Youth Support

Under the Teen Resources strategy, the Multiplying Good Students in Action program seeks to identify students who are passionate about service who may not have had opportunities for leadership experiences. The students who participate in this program is one

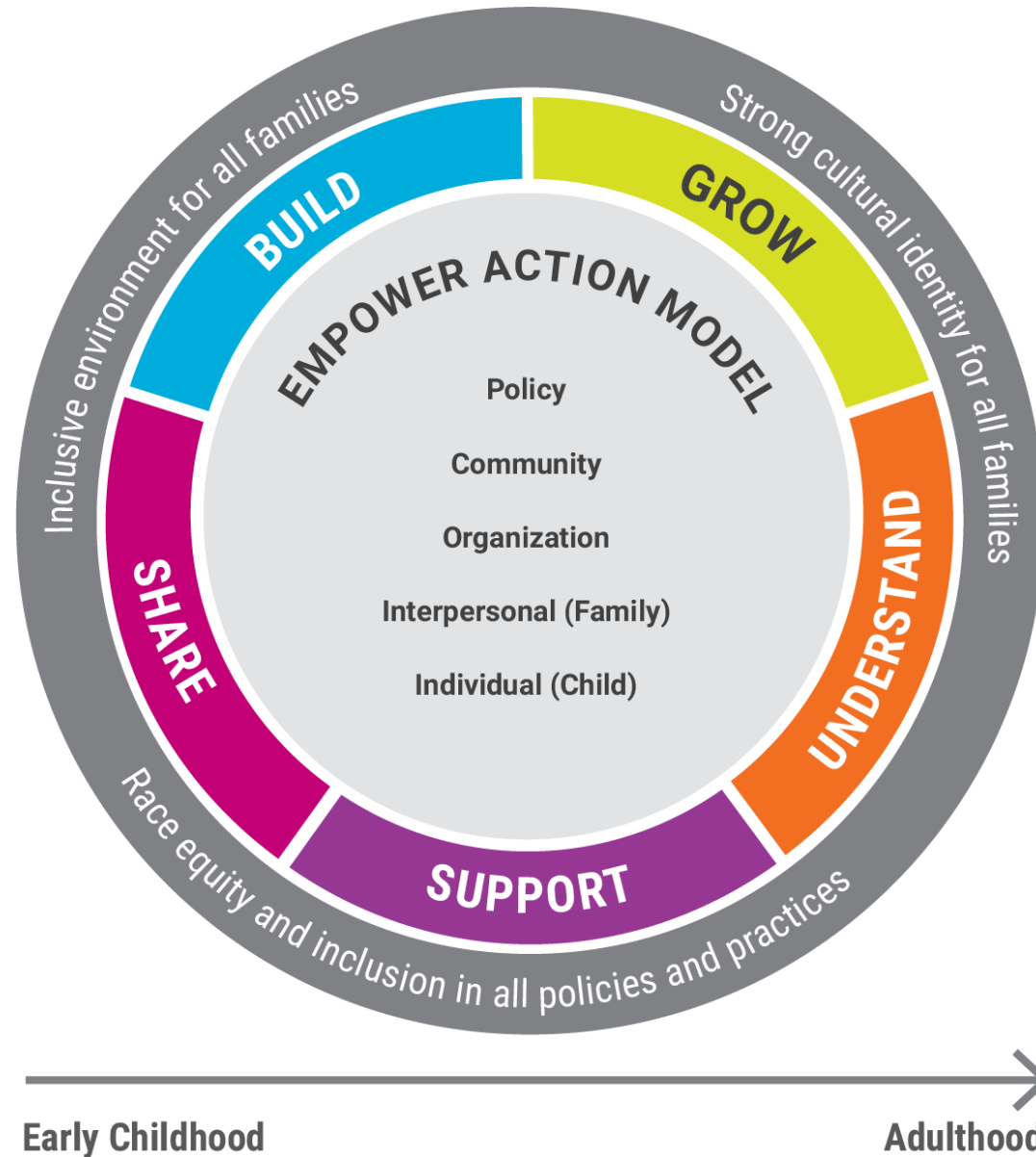
SET

Planning for action

GO

Work your plan





# Empower Action Model CQI

GO

Work your plan

# Q & A

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