

# THINK FAMILY SYMPOSIUM

## Issues that Funders consider in the Implementation of Family Focused Initiatives in Services

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# Government Trends

Evidence based practices with university ties

Learning pilots

Clear outcome measurements- performance based contracting

Solid messaging and marketing

Good noise

Engaging stakeholders

Scaling across region or state

Integration across agencies – policy shift

What are you hearing?

Training vs  
Transformation  
– Reflective  
Supervision

Three ingredients

Reflection

Collaboration –  
teamwork

Regularity

# Reflection

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Stepping back from the immediate hands on work and taking the time to wonder about the experience

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What were your thoughts, feelings, and personal values

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My belief why this family focused work has been ignored is that it is a challenge to be neutral

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Reflection requires a foundation of trust, honesty and time

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We understand it clinically but I ask to consider whether we conduct that practice in coaching and supervision

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Using inquiry questions; what did you think when you did--

# Reflective process through a team approach

Allows staff to take on  
new tasks and  
challenges

Collegial support

Cultivating leadership

Regularity

Prioritizing  
time

Promise to  
all including  
yourself

## Suggested Process

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Identify a change team –  
My case I am looking at  
some of my champions

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## Executive Sponsor

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Mixture of District managers  
and middle managers –  
expected to attend learning  
community meetings

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Identify a change leader  
who is your point of contact  
for the initiative and who  
has leverage



**Time**

# Timeline

6-12 month professional development process

Orientation session with some planning meetings for change team and Executive sponsor

2 hour webinar after the orientation for check in and assess barriers

2 half day learning community meetings with supervisors and change team members

Training sessions for supervisors and managers

Coaching available after the professional development process