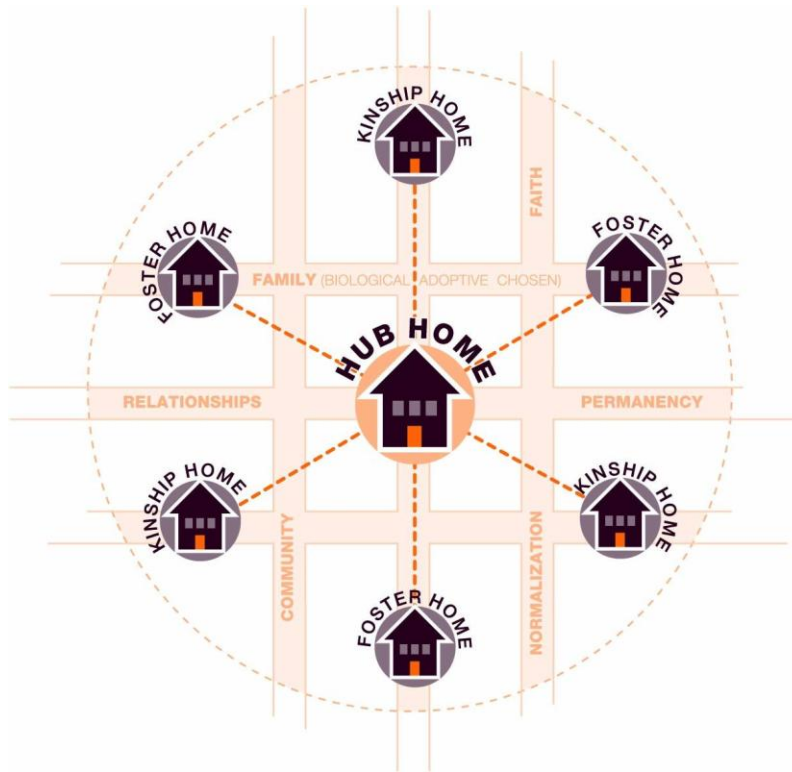




The Mockingbird Society

Mockingbird Family Model 2008 MANAGEMENT REPORT ON PROGRAM OUTCOMES

JANUARY 1 TO DECEMBER 31, 2008



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The Mockingbird Society
2100 24th Avenue South, Suite 240
Seattle, Washington 98144
206-323-5437
www.mockingbirdsociety.org

Mockingbird Family Model

2008 MANAGEMENT REPORT ON PROGRAM OUTCOMES EXECUTIVE SUMMARY

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EXECUTIVE SUMMARY

The Adoption and Safe Families Act (ASFA), which was signed into law in 1997, defined the national goals for children in the child welfare system to be safety, permanency and well-being and called for “innovative approaches” in order to achieve these results.¹

The Mockingbird Society is a 501 C3 agency, established in 2001 and based in Seattle, Washington. The mission of The Mockingbird Society is to *create a world-class foster care system through collaboration, innovation and advocacy*. The Mockingbird Society shares the ASFA goals and supports their attainment with both legislative and practice change advocacy. The report that follows delineates the primary outcomes of one key program of The Mockingbird Society, the Mockingbird Family Model (MFM), a promising new practice that is restructuring the way foster care is delivered nationally. The MFM creates communities of six to 10 homes (Constellations) which function as extended families. Each Constellation is led by a Hub Home parent, an experienced, licensed foster parent who provides peer mentoring, coaching, respite and other supports to caregivers, children and youth, and facilitates the development of a strong and cohesive community.

MFM History

The first MFM Constellation launched in Seattle in 2004. As of December 31, 2008, there were 11 active Constellations spread across the country in Washington State, Washington D.C. and Kentucky. These 11 Constellations were managed by five Host Agencies (public and private child placement and/or licensing agencies).

All Constellations	2006	2007	2008
Constellations	4	5	11
Total Families Served	22	27	69
Total Children Served	44	72	115
Ages	2-18	9 months – 19	Birth-21

¹ Log No. ACYF-CB-PI-98-02. US Department of Health and Human Services, Administration for Children, Youth and Families. 1/8/1998. Accessed on July 8, 2009:
http://www.acf.hhs.gov/programs/cb/laws_policies/policy/pi/1998/pi9802.htm

MFM Outcomes Results

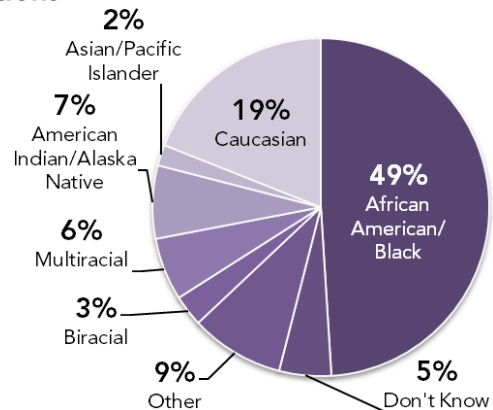
The following data from the 2008 calendar year was collected on a monthly basis using an on-line data management tool called *Efforts to Outcomes (ETO)*. Data is available for six of the 11 active Constellations. The other five Constellations were not included because four were not utilizing *ETO* for data management and one Constellation had only been active one month during 2008. The data includes 88 children/youths and 52 families. The demographic data of the 88 children/youth with outcomes data is as follows:

DEMOGRAPHICS

Race of Children and Youth in the MFM Data Constellations

The race and ethnicity data in the diagram reflects only those children and youth in the six Constellations for which ETO data is available.

The children/youth in the data Constellations closely mirror those in all of the MFM Constellations, with only a slightly smaller percentage of children identified as "African American/Black" (49% versus 52%) and a slightly greater percentage of children identified as "American Indian/Alaska Native" (7% versus 5%) and "Other" (9% versus 7%).



Ethnicity of Children and Youth in the MFM Data Constellations

The ethnicity of children and youth in the Data Constellations also mirrors the children and youth in all MFM Constellations with a slightly higher percentage identified as Hispanic/Latino (16% versus 15%) and a slightly lower percentage identified as Non Hispanic/Latino (78% versus 81%).

Ethnicity	Children/Youth	Percent
Hispanic/Latino	14	16%
Non-Hispanic/Latino	69	78%
Don't Know	5	6%

This chart summarizes the ethnicity of the children and youth in the 2008 MFM Data Constellations.

Ages of Children and Youth in the MFM Data Constellations

Age	Children/Youth	Percent
0-5 years	12	14%
6-10 years	19	22%
11-14 years	25	28%
15-18 years	28	32%
19-21 years	4	4%

The MFM Data Constellations serve children and youth from birth through 21 years of age.

This executive summary utilizes the three ASFA goals of safety, permanency and well-being, and two additional goals of “caregiver support” and “child welfare systems change” to report the eight MFM outcomes results. The findings reported below indicated that the Mockingbird Family Model improves safety, permanency and well-being for children, increases caregiver retention rates and provides agencies with an integrated and holistic approach to improving their service delivery practices.

Goal	MFM Outcomes
Safety	Outcome 1: Child Safety
Permanency	Outcome 2: Permanency Support Outcome 3: Placement Stability
Well-Being	Outcome 4: Sibling Connections Outcome 5: Culturally Relevant Care Outcome 6: Strong Community Connections
Caregiver Support	Outcome 7: Caregiver Satisfaction and Retention
Child Welfare Systems Change	Outcome 8: Systems Change

CHILD SAFETY

The Mockingbird Family Model promotes active child protection by having “more eyes and ears” on the child, and by creating an integrated support system for caregivers.

MFM Outcome 1: Child Safety

100% of children and youth in an MFM Constellation were free from abuse and neglect by their caregivers, exceeding the federal standard of 99.68%.² The support provided to caregivers and children by the MFM has been effective at keeping children safe.

PERMANENCY

The MFM supports Host Agency efforts to achieve permanency by adding critical input from Hub Home caregivers at permanency planning meetings, facilitating interactions between children/youth and future families and by providing a stable placement from which permanency can be achieved.

MFM Outcome 2: Permanency Support

In 2008, 70% of children/youth benefitted from permanency planning meetings, such as family group conferences, that were coordinated or attended by the Hub Home, and 14% had visits with birth parents or other adults from their birth family that were organized by the Hub Home Parent.

MFM Outcome 3: Placement Stability

In 2008, 84% of children and youth in the MFM had *no moves* that were unrelated to permanency goals. The federal standard of 86.7%³ looks at children and youth with *fewer than*

² U.S. Department of Health and Human Services Administration for Children and Families “Table A: Data Indicators for Child and Family Services Review http://www.acf.hhs.gov/programs/cb/cwmonitoring/data_indicators.htm. Accessed June 1, 2009.

two moves and is therefore a much less stringent standard. In addition, for 36% of those experiencing placement changes, important relationships were maintained due to involvement in the Constellation.

CHILD WELL-BEING

The MFM supports well-being for children, youth and families by providing additional, normalized opportunities for sibling relationships, culturally relevant care and strong community connections.

MFM Outcome 4: Sibling Connections

In 2008, 31 children/youth (35%) had a sibling placed in the same Constellation. Of those: 25 children/youth (81% of those with siblings in the Constellation) had siblings placed in the same home with them and six children/youth (19% of those with siblings in the Constellation) had siblings placed in another home in the same Constellation providing them with additional, normalized opportunities for interaction. As an important addition to Host Agency efforts about one in four children in an MFM Constellation experienced sibling visits organized by the Hub Home.

MFM Outcome 5: Culturally Relevant Care

In 2008, 85% of children and youth benefitted from Constellation activities that helped them learn about their own or another cultural identity. These activities included trips to cultural museums and training on LGBTQ youth identity development.

MFM Outcome 6: Building Strong Community Connections

In 2008 86% of children and youth participated in Hub Home-organized social activities. These included holiday parties, river rafting, movie nights, golf outings, zoo visits and fishing and camping trips.

CAREGIVER SUPPORT

The MFM provided planned respite, crisis respite, training, and peer mentoring to foster parents, which are all considered key factors in the recruitment and retention of foster parents.^{4 5}

MFM Outcome 7: Caregiver Satisfaction and Retention

The overall retention rate for foster parents in an MFM Constellation was 81% which far exceeds a national average, estimated to be about 50%.⁶

The following support was offered to caregivers in 2008:

³Kids Well-Being Indicators Clearinghouse; New York State Office of Children and Family Services.

http://www.nyskwic.org/u_indicators/indicator_narrative.cfm?numIndicatorID=44. Accessed on June 4, 2009.

⁴Brown, June Gibbs. Respite Care Services for Foster Parents. Department of Health and Human Services, Office of Inspector General, 1994. P. 2.

⁵Jorgenson, K and Schooler, J. "What Makes Foster Parents Come and Stay: Understanding the Keys to Successful Retention." *Permanency Planning Today*. Hunter College School of Social Work of the City University of New York. Fall/Winter 2000, V.1 No.2 <http://www.hunter.cuny.edu/socwork/nrcfcpp/downloads/newsletter/ppt-fall-winter-2000.pdf>. Accessed on August 9, 2009).

⁶Personal e-mail communication with Carl Jones, Executive Director, National Foster Parent Association: June 3, 2009

Supports	Level of Support Provided
Respite	14,301 hours
Monthly Meetings	37 monthly meetings - represent 76% of all active months
Trainings	26 trainings organized – one training every two active months

CHILD WELFARE SYSTEMS CHANGE

The MFM is creating a world-class foster care system by implementing a replicable structure that is changing the standard for foster care service delivery.

Outcome 8: Child Welfare Systems Change

The MFM is creating a world class foster care system by supporting micro- and macro-level changes. At a micro-level, the MFM is helping individual Host Agencies provide better services by improving decision-making processes and creating an integrated structure around which support services can be delivered to children and caregivers. The confidence of our Host Agencies in the success of the model can be seen in the fact that every Host Agency with a Constellation in 2008 had either just implemented a new Constellation, or had plans to create additional Constellations in 2009.

At a macro-level, the MFM is expanding across the nation and world. During 2008, the MFM was replicated in Louisville, Kentucky and two additional Constellations were added in the District of Columbia. Also during 2008, The Mockingbird Society received information requests and /or visits from 18 potential new Host Agencies from places such as Tokyo Japan, Canada, Alaska, Nebraska, Florida, Texas, California and Rhode Island, just to name a few. In addition, the MFM is extending its reach from the traditional foster care model to the prevention of families from becoming involved in the foster care system and the successful transition of children and youth from the system. This will ultimately bring the benefits of the MFM to a larger group of families, children and youth, and move us all closer to the creation of a world class foster care system.

CONCLUSIONS

The Mockingbird Family Model (MFM) was conceived to help improve safety, permanency and well-being and to mitigate the effects of trauma by restructuring and normalizing the way foster care services are delivered. The MFM structure allows for an integrated and holistic approach to foster care service delivery and acts as a vehicle for practice change. **Child safety** is improved because caregivers are supported in a myriad of ways and there is a larger community looking out for the needs of the child. **Permanency** is facilitated through effective efforts to stabilize placements, foster birth family connections, and support the participation of birth and future families before and after permanency is achieved. **Child well-being** is enhanced through the opportunity to place siblings together in the same Constellation when it is not possible to place them in the same home, through providing culturally sensitive care and through enhancing community engagement.

See the full report online: www.mockingbirdsociety.org