#### Chapter 3: Theory of Change

## Two Pathways of Change

OhioKAN's theory of change has two distinct complementary pathways for change. The two pathways include: direct services with families to build confidence and connections and capacity building support for communities and systems. Macro-level systems change is designed to support and reinforce the family pathway while the network of partnerships involved in systems change efforts are expected to benefit families because a more connected system that is aware of the unique needs of kinship and adoptive families will be better equipped to meet their needs. To represent this concept, the two pathways intersect.

The following sequence outlines key milestones and activities expected to contribute to the program's overall impact. The higher-level milestones are associated with key activities that contribute to the next milestone. This chain can be best understood in an if-then sequence.

For example, if OhioKAN promotes community knowledge of OhioKAN by launching a statewide public awareness campaign with targeted regional/county level campaigns and educates public system partners about the unique needs of K&A families and how they can be best supported, then local human service systems become more knowledgeable and better equipped to serve K&A families. IF local human service systems become more knowledgeable and better equipped to serve K&A families and OhioKAN assesses and monitors the extent to which the available services and supports meet K&A families' needs, then OhioKAN will build community level awareness and develop connections with places families already are

Image



### Navigation services are provided in an equitable and culturally responsive way

# Roadmap to **Support Families**



Inform families about publicly available resources statewide and local resources

Connect eligible families with referrals to programs and services

**Collaborate with** families seeking more engagement to offer individual advocacy and support

Caregivers feel supported and able to care for their families in ways that are important to them

Children experience positive outcomes

Outreach to diverse communities of eligible K&A families

Eligible families are aware of OhioKAN services and available to them as many times as they need until the child becomes an adult

Interested eligible K&A families are engaged in OhioKAN services

K&A families are engaged in a conversation using motivational interviewing practices to understand their needs preferences, values, and beliefs

K&A families choose the level of service they receive

Based on their needs and preferences, K&A families are linked to the resources services, and supports that are available and accessible to them and OhioKAN documents and elevates gaps in inclusive and equitable resources

K&A families receive follow-up from their navigator to ensure connection to referrals and address any barriers or additional needs

K&A families co-design a rightsized, tailored, traumainformed, equity-oriented, and culturally appropriate support plan

Families choose which resources, services and supports are included and prioritized which may include:

- Additional referrals
- Warm transfers - Concrete supports
- Benefits coordination
- In-person services available

**K&A Families access** resources, services, and supports aligned with their self-identified needs, preferences, cultures, values, norms, and beliefs

Kinship caregivers & adoptive parents feel satisfied with navigation services and feel heard, understood, and supported in meeting the needs of their children, themselves, and their families

Kinship caregivers & adoptive parents increase awareness, skills, and confidence in navigating available and accessible resources, services, and supports

Children's physical/material

Children feel loved, cared for, and connected to trusted people they can turn to for comfort and support

Children experience safety and stability in their living situations

Children are involved in affirming activities that support their health and development

Children enjoy positive ageappropriate experiences and opportunities

Children feel confident and thrive in ways that are important to them and their families

Figure 2. The roadmap to support families demonstrates the activities and desired outcomes of OhioKAN service delivery in support of families.

#### **Families Build Confidence and Connections**

OhioKAN's target population includes both formal and informal kinship caregivers and adoptive parents, public and private, domestic and international adoptions. Service provision includes information and referrals to meet kinship and adoptive (K&A) family's individual needs, trauma-informed navigation services, and access to material resource to care for the child. The activities related to directly serving families are located on the dark blue roadmap, visualized in figure 2.

- Gain knowledge and access to the human services and resources they need to achieve positive health and wellbeing outcomes
- Understand all their options and are confident, capable, and committed to providing a stable permanent home
- Connect and build community with other K&A families, and they have the continuous support they need

Image



Navigation services are provided in an equitable and culturally responsive way

# Roadmap to **Support Communities**



**Promote community** OhioKAN and reduce stigma for seeking equitable and

inclusive support

**Establish community** ensure the effective implementation of **OhioKAN** 

**Build community** level awareness and develop connections with places families already are

Local human service systems are more aware of and responsive to K&A families

A robust, tailored, equity-oriented and continuously improving service array is available and accessible across Ohio

Promote broad community awareness of OhioKAN with varied outreach efforts regionally

Educate public system partners about the unique needs of K&A families and how they can best be served and supported

Stand against violence and hate of any kind brought on to communities of color and other populations marginalized by systems

Partner with established community-based providers to deliver navigation services

Engage individuals with lived experience, people of color, and other populations marginalized by systems as partners when identifying challenges and shaping solutions that will affect their lives and communities.

Convene a multidisciplinary group of advisors and individuals with lived experience to assess, prioritize, and create action plans at both the state and regional level

Connect purposefully with child welfare agencies and county-level groups to strengthen practice

Partner with local familyserving organizations who bring intersectional identities and represent diverse

Continually search for and participate in local community and cultural events, fairs, festivals and other places where families gather

Assess and monitor the extent to which the available services and supports meet K&A families' needs

Analyze historical factors and inequities when considering the distribution of resources and policy

Partner in designing solutions to address the historical, community and cultural barriers that may impact families' access to resources, services, and supports.

Share and continuously improve best practices in serving K&A families with public agencies and community-based providers across the state

Develop and analyze program practices to identify and confront manifestations of discrimination and exclusion

Support the development and increased, awareness and accessibility of needed resources. services, and supports in ways that promote equitable outcomes and support transformational

Figure 3. The roadmap to support communities demonstrates the activities and desired outcomes of OhioKAN service delivery in support of communities.

### **Communities and Systems Build Capacity**

In addition to directly serving families, OhioKAN partners with systems like education, health, mental health, housing, legal, and judicial to identify and develop collaborative strategies to address knowledge and capacity gaps. The activities related to building system and community capacity are located on the sky blue roadmap for communities, visualized in figure 3.

- Develop awareness of K&A families' experiences and build strategies and capacity to better support them
- Become interconnected networks with the knowledge and material resources to serve K&A families
- Increase their service array and develop sustainable solution to support K&A families