Tools for Transformation
Provider Resiliency Implementation Continuum

Resiliency Definition: Resiliency is an innate capacity that when facilitated and nurtured empowers children, youth, and families to successfully meet life’s challenges with a sense of self-determination, mastery, and hope. (ODMH Resiliency Workgroup)

PHASE I  Provider Resiliency Readiness Assessment and Planning

- Initiates plans for the development and implementation of a resiliency-oriented agency
- Organizational assessment of readiness to adopt resiliency perspective
- Resiliency mapping of current services and supports
- Strategic planning is guided by and incorporates resiliency values and principles
- Include parent and youth consumer in resiliency planning process
- Introduces resiliency values and principles to agency staff through in-service trainings

PHASE II  Provider Resiliency Implementation

- Parent and youth representatives part of implementation committee
- Development of polices that reflect resiliency values and principles
- Resiliency mission statement is articulated
- Resiliency guiding values and principles statement are articulated
- Agency-wide training on resiliency
- Implementation of at least one resiliency-based set of services, supports, and/or processes (those with strong family partnering and asset-building focus; e.g. wraparound planning process)

PHASE III  Sustaining and Growing Provider Resiliency through Quality Monitoring and Performance Improvement

Training and Supervision
- Staff and agency trainings reflect and support resiliency-based values, principles, and practices
- Parent & youth are involved in resiliency training of staff
- Agency trains staff on how to integrate resiliency and asset-building into assessment and treatment planning

Resiliency Implementation Tool Developed by R. Shepler, Center for Innovative Practices; T. Garner, OFCMH; and the Resiliency Leadership Ohio. Copyright 2006, ODMH.
Ongoing resiliency coaching is integrated into supervision and consultation processes and builds on training
Agency makes resiliency training widely available to consumers and families

**Policies and Decision-Making**
- Parent and youth have permanent seats on the board and have equal vote
- Youth, and/or family member employed by the agency
- Youth & parent representation on the board & agency's policy and planning, and CQI committees
- Policies underpin the values of resiliency to programming & decision making

**Evaluation**
- Utilize assessment and outcome tools that measure positive growth, including, asset development, competencies, and strengths
- Utilize resiliency assessment and outcome measures to inform practice
- Track resiliency outcomes and utilize in quality and performance improvement processes
- Implement consumer-based evaluation of supports and services; Agency Resiliency Report Card

**Supports and Services**
- Agency utilizes multiple strategies for promoting resilience* and offer continuum of resiliency-based supports, services, and/or processes (those with strong asset-building focus; e.g. wraparound planning process; mentoring programs; self-regulation skill building etc.)
- Employ EBP’s with strong elements of resilience: Multisystemic Therapy; Wraparound; Functional Family Therapy; DECA; Incredible Years
- Risk reduction, protective factor & asset-building strategies are utilized*
- Services have empowerment focus, where the family is considered an equal partner in the treatment process
- Treatment plans include asset building goals such as building functional competencies
- Family and youth point of view integrated at all points in the assessment and treatment planning process
- Services foster hope as evidenced by positive gain scores on the Ohio Scales Hopefulness scale

* From Dr. Ann Masten