

# CARE

Creating Conditions for Change



## The CARE model

CARE is a trauma-informed, principle-based model designed to create the conditions for change in organisations providing services to children and families.

Backed by extensive research, there are six evidence informed principles that form the foundation of CARE. Implementing CARE enables an organisation to organise and deliver quality services according to these principles.

## Delivering CARE in Partnership

Developed by Cornell University's Residential Child Care Project at the Bronfenbrenner Center for Translational Research (BCTR), Life Without Barriers is now the partner-agency for CARE implementation in Australia. Let us support you and your team to implement this world-leading model.



### Relationship based

More than anything else we all need relationships with others and the skills to build them. Developmental relationships are the active ingredient of CARE.



### Developmentally Focused

Strategies for change are more effective when they are matched to developmental level, providing opportunities for growth, without being overwhelming.



### Trauma Informed

When we recognise the impact of trauma and lived experiences, we can provide trauma-sensitive responses that promote healing and growth.



### Family Involved

Actively involving families, community and culture achieves positive and sustainable change and promotes lasting connections.



### Competency Centred

Everybody needs a combination of skills, knowledge and attitudes to negotiate everyday life. Modelling, coaching, practicing skills and experiencing success build skills for life.



### Ecologically Oriented

Caring and supportive environments help us do well; children and families voices are heard and they feel safe, respected and connected.

## Putting CARE into action

To implement the CARE model into your organisation, we will work with you, your staff and our CARE Consultant Team (made up of consultants from Life Without Barriers and Cornell University). This process initially involves a four-year collaboration, guided by a co-designed CARE Implementation Plan, tailored to the specific needs of your organisation.

There are five phases to this implementation process. These phases ensure you and your team not only gain the skills, coaching and resources to put CARE into action, but establish systems and processes to ensure a sustainable future. This includes Pre-Planning; Start Up; Initial Implementation; Full Operation; and Sustainability.

## Expected outcomes from CARE

As your agency progresses its implementation of CARE, you can expect to see improved outcomes for children and young people, staff and caregivers, and your organisation.

CARE is listed as a Promising Research Evidence-Based model with High Child Welfare relevance by the California Evidence-Based Clearinghouse for Child Welfare.\*

### Children and young people

- o Improvement in the quality of relationships between children and caregivers
- o Decrease in behavioural incidents
- o Improved self-efficacy and self-concept
- o Social and emotional adjustment

### Staff and caregivers

- o Increase in knowledge about CARE principles
- o Increase in CARE-consistent beliefs and practices
- o CARE-consistent supervisory practices

### Organisation

- o Improved use of data-informed decision making
- o Improved staff morale and retention
- o Policies and practices that support innovations

‘The world doesn’t change one person at a time... It changes as networks of relationships form among people who discover they share a common cause and vision of what’s possible.’

(Wheatley & Frieze 2006)

## About Life Without Barriers

Life Without Barriers is one of Australia's largest not-for-profit service providers, supporting vulnerable people for over 25 years. As a leading out-of-home care agency, we support over 2000 children and young people in foster, kinship and residential care across Australia.

Beyond these services, Life Without Barriers also delivers an extensive national network of disability, aged care and mental health services.

## About the Cornell University Residential Child Care Project

The Residential Child Care Project (RCCP) is administered by the Bronfenbrenner Center for Translational Research (BCTR), which is located within Cornell University's College of Human Ecology, in Ithaca, New York. The BCTR mission is to improve professional and public efforts to understand and deal with risk and protective factors in the lives of children, youth, families, and communities that affect family strength, child wellbeing, and youth development.

## CARE International Community of Practice

CARE is implemented by over 50 agencies internationally, in Australia, the United States, Canada, United Kingdom and Ireland. We have a worldwide network of practitioners that contribute to research and evaluation and share and learn from each other.

### Want to know more?

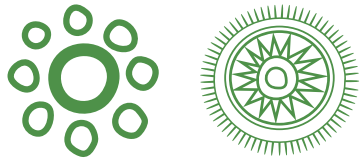
For more information about the CARE model and the extensive research that has shaped it, contact:

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## Acknowledgement

In the spirit of Reconciliation, Life Without Barriers acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of this country, and their connection to land, water and community. We pay our respect to them, their cultures and customs, and to Elders past, present and emerging.



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