

Incredible Years Ngā Tau Miharo Hui

February 2010

Nau te rourou, naku te rourou, ka ora ai te Iwi

(with your food basket and my food basket, the people will thrive)



The Werry Centre held their third Incredible Years (IY) hui for Māori group leaders at Waipapa Marae, University of Auckland on 28 and 29 January 2010. The purpose of this hui was to build on previous gatherings for Māori group leaders, to share innovations in delivery and to develop resources to ensure cultural responsiveness when delivering IYrs to Māori whānau. The following report will include some of the sharing that occurred throughout the hui from Māori group leaders, researchers, and from our overseas guests delivering Incredible Years to aboriginal groups. Recommendations from the hui for future IYrs development for kaimahi Māori will be included, also the role of the Werry Centre in facilitating this mahi.

Background

In 2008, the first Incredible Years hui for Māori group leaders was held in Auckland. During this first hui a number of challenges were voiced by group leaders as the programme was relatively new to New Zealand. The major challenge was whether the programme would fit for Māori whānau. International research suggests that IYrs is an effective parenting tool for a variety of cultures and ethnic minorities however, information on indigenous cultures having used Incredible Years was fairly scarce. Group leaders, in particular Teena Butler from Tauranga, who had experience in delivering the programme, shared her experiences in working as an Incredible Years Māori group leader with Māori whānau. It was her experience in delivering the parenting programme that the skills taught were generalisable for Māori whānau and that she felt able to deliver Incredible Years with integrity as a Māori.

The Werry Centre responded to the challenge for more evidence, by supporting our IY Project Manager Ingrid Altena to assist in the delivery of Incredible Years on a marae together with Traceyanne Herewini (ADHB Māori Mental Health Service). Ingrid and Traceyanne's initial evaluation was that the programme could be used integrating Māori tikanga (values and principles) alongside Incredible Years fidelity with promising outcomes. We presented our report and findings at the Werry Centre's second Māori Incredible Years Hui in 2009. Many of the questions around cultural fit for Māori were responded to with group leaders feedback indicating a much higher degree of optimism in weaving Incredible Years fidelity alongside cultural fidelity to ensure best outcomes for Māori.

(For more information please refer to the report available via The Werry Centre website www.werrycentre.org.nz)

Ingrid and Traceyanne also sent taped sessions of their group delivery and presented to Carolyn Webster-Stratton for review of their groups. Carolyn commented that she saw an Incredible Years programme being delivered with fidelity, in fact, she highlighted the need to be culturally responsive, otherwise the programme was **not** being delivered with fidelity.

Waipapa Marae – January 2010

Kaumatua Rawiri Wharemate opened the hui with a Powhiri at Waipapa Marae, University of Auckland. Once we established the process of whakawhanaungatanga by the 45 participants our Incredible Years mahi begun.

Presentation by The Werry Centre

Ingrid Altena provided an overview of the progression of Incredible Years for Māori group leaders in New Zealand. Out of the current pool of 539 trained group leaders in Incredible Years parenting programmes, 89 of these identify their ethnicity as Māori. From the pool of 15 Accredited Group Leaders in New Zealand, 3 of these are Māori with another 4 Māori group leaders currently working towards Accreditation via the Werry Centre in 2010.

The high numbers of Māori group leaders delivering Incredible Years highlights efforts by the Werry Centre to prioritize Māori group leaders to gain access to training opportunities as well as the increase of acceptance by Māori group leaders to use Incredible Years as an effective tool when working with their whānau.

Goals identified by the hui participants, prior to the hui, were given to help shape the direction of the hui's focus. The goals included having the opportunity to share resources and learn from other group leaders and to collectively develop resources appropriate to Māori.

(The full workshop presentations and previous reports are available via The Werry Centre website www.werrycentre.org.nz)

Special Education Presentation

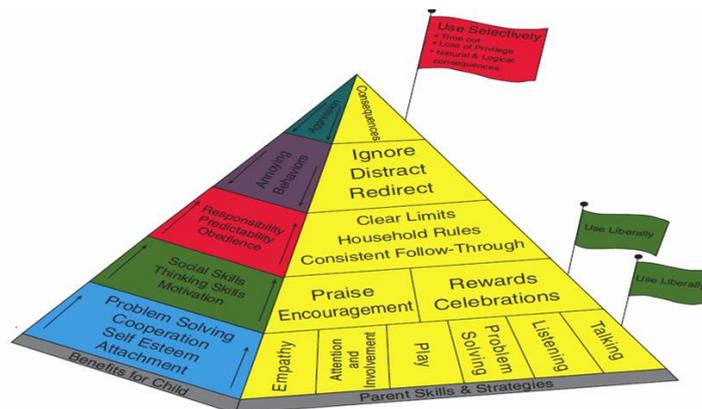
Diana Shepherd (Ministry of Education) provided an overview of Special Education plans for future development of Incredible Years in terms of both parenting programmes and Teacher Programmes within the Education Sector. Education will continue to support Incredible Years programme delivery and are expected to work collaboratively within their regions to be able to provide additional access to groups for families across their districts.

Incredible Years Ngangkitta (Nunga Mums) Group

The Werry Centre's two invited guests from Adelaide, Tracey Gowans (CAMHS Aboriginal Mental Health Consultant) and Ali Friedrich (Senior CAMHS clinician) presented their work on delivering the Incredible Years parenting programme to aboriginal young mums within their region.

The essence and philosophy of the programme remained integral in the delivery of their groups, however, some of the teaching materials were altered to make them more culturally acceptable to their group. One example of differentiation shared was their conceptualisation of the Parenting Pyramid. A fruit tree was used including all of the Pyramid's Principles to ensure language and concepts were appropriate for their community.

Tree of parenting principles



There were certainly many parallels with Māori observed in the aboriginal group delivery methodology. In particular, the longer engagement process required, initial contact with elders in the community to sanction the programme and getting to know

the participants to secure relationships long before the commencement of the parenting group. Tracey and Ali were celebrated for the success of their programme and won a service award for their work in the Aboriginal community. The success of Incredible Years delivered by Tracey and Ali can be largely attributed to their 'insider knowledge' and cultural responsiveness to ensure it met the needs of their community.



Alison Friedrich and Tracey Gowans presenting.

The disparities for Aboriginal communities compared to our Māori population were marked. Similarly to our history in New Zealand the Aboriginal people have suffered from the impact of colonization. Adding to the complexities and difficulties for Aboriginal peoples has been the ongoing impact of the stolen generations, which continued well into the 1970s. We honour Tracey for her courage in sharing the complex and difficult issues she deals with in her work. Tracey is the only Aboriginal Incredible Years group leader facilitating in Australia whereas in New Zealand we have 89 trained Māori group leaders. We aim to continue our contact with Tracey and to support her in her ongoing work with the connections she has made here in New Zealand. Tracey has high aspirations to promote and lead Incredible Years for aboriginal families strengthened by her experiences of Incredible Years with Māori whānau in Aotearoa.

The Incredible Years: Learning from the Experiences of Māori Whānau and Māori Staff in Special Education

Paul Woller (researcher, Poutama Pounamu research whānau, Special Education) provided a valuable insight into the experiences and discourses of Māori whānau who had received the Incredible Years programme. Paul also provided feedback from Māori facilitators who had been trained in Incredible Years and who had facilitated the programme with Māori whānau.



Paul Woller

Whānau reported being appreciative of the relationships with their facilitators and focus on whānau. They valued having their own experiences validated and their own contributions valued. Where Māori tikanga and metaphors were implemented they commented on interactions and icons that they recognized as their own. Whānau were somewhat concerned with some of the cultural constructs and packaging that did not relate to them as Māori. This highlights the premise that Māori whānau value cultural responsiveness and this needs to be a major consideration in Incredible Years delivery to Māori.

Māori facilitators understood that relationships were paramount. They felt the need to listen and be responsive to Maori whānau and to bring a Māori perspective to the programme. Māori group leaders appeared adept at ‘tweaking’ their delivery style so as to better engage Māori parents. Despite claiming an initial resistance, the Māori facilitators interviewed discovered that given time and adequate resources the Incredible Years programme was seen as very effective for whānau.

In conclusion Paul surmised that *“It is important to consider that cultural appropriateness on its own does not ensure cultural responsiveness. However, cultural responsiveness is more likely to lead to cultural appropriateness.”*

Hui participants were offered the opportunity to view the Special Education document, currently still in draft format and provide feedback directly to Paul prior to its release. The Werry Centre will distribute this to all of the hui participants.

Korero and Resource Development for Incredible Years with Māori Whānau

Following the presentations, group leaders were invited to share their experiences and resources they had developed for Incredible Years.

It became apparent throughout the hui that many of the Māori group leaders, had in fact been delivering Incredible Years in a culturally responsive way. Examples included ensuring whakawhanaungatanga, using Maori metaphors, karakia, waiata etc. Much of the cultural responsiveness being shared was described as having to be “under the radar.” There had been considerable angst that their cultural inclusions may be frowned upon as not keeping with the fidelity of the Incredible Years model.

In response, fidelity of IYrs delivery was outlined including the need to be responsive to the parent group’s needs. Key fidelity requirements include;

- delivering the programme content in its entirety
- delivering in the correct sequence
- including all of the learning methodologies, practice or role play opportunities, vignettes, collaborative questioning, brain storms, home activities etc.
- Using the actual programme resources (eg IY vignettes) rather than outside materials
- however, using metaphors to ‘translate’ or ‘interpret’ the core Principles of IYrs using language suited to the parent group were seen as welcome and appropriate additions to the learning and described by Webster-Stratton as ‘differentiation’. (Webster-Stratton, Affirming Diversity; Multi-cultural Collaboration to Deliver the Incredible Years Parent Programs)

Traceyanne led a korero on Māori models of wellbeing known to the group leaders present at the hui. As a follow on the participants broke off into working groups to provide feedback to further develop some of the resources that could be used to enhance Incredible Years delivery for Māori whānau.



Traceyanne Herewini

- Evaluations of the programme (developed by Traceyanne Herewini and Ingrid Altena in consultation with and permission by Dr Te Kani Kingi) based on a ‘Te

Whare Tapa Wha' model and the Hua Oranga Māori health outcomes were reviewed. These tools are primarily appropriate for the health sector and are the only Māori research tool that has proven validity. This tool has been useful in assisting Traceyenne and Ingrid to assess and explore cultural relevance of the Incredible Years programme being delivered on a marae. In consultation with the hui participants additional suggestions and some amendments were made to improve these measures. The screening tool will include pre and post measures for the attending whānau, pre and post measures for referrers, and post measures for whānau and tamariki of participants who had attended the programme.

(The Werry Centre will make amendments and redistribute to hui participants for further feedback before adding to the rauemi kete available via the Werry Centre website).

- A weekly evaluation tool based on 'Te Whare Tapa Wha' Principles was also shared and given feedback on, (this evaluation was developed by Traceyenne Herewini and Ingrid Altena in consultation with and permission by Dr Te Kani Kingi) to be used alongside the Incredible Years weekly checklists which are a check for IYrs programme fidelity. The Te Whare Tapa Wha weekly checklist has been developed as a way of capturing evidence of and ensuring cultural fidelity in delivery methods when working with Māori whānau.

(The Werry Centre will make suggested amendments and redistribute to hui participants before adding to the website resource kete)



- A visual display of a whareniui with additional dimensions and values was developed incorporating all of the Principles of Incredible Years as a resource that could be used alongside the Pyramid.

(The Werry Centre will employ a graphic designer and consult with the group to further develop this resource)

- Another visual display was created incorporating a variety of concepts as 'investments in our tamariki' including innate Māori values such as manaakitanga, kotahitanga, wairuatanga etc. This visual was designed as an additional resource similar to the piggy bank concept whilst honouring matauranga Māori (Māori knowledge).
(The Werry Centre will employ a graphic designer and consult with the group to further develop this resource)
- Group leaders worked on a brainstorm as the beginnings of a document to outline to managers requirements for Māori group leaders to ensure they are able to be culturally responsive in their group delivery. Lack of adequate time was seen as the major setback in terms of being able to deliver Incredible Years with both cultural fidelity as well as IYrs fidelity.
(Ingrid will write these concepts up into a working document to be disseminated amongst the hui participants for feedback prior to release).
- Another group took away the weekly refrigerator notes to consider ways of increasing the cultural appropriateness of these for Māori. The group fed back that this was a very large task which required either another full two day hui or a working party to commit time to the task. The recommendation was to simplify the language, maintain the core concepts but use metaphors, te reo (Māori language) and visual images more familiar to Māori.
Tracey Gowans had templates which she had developed and used in her delivery to aboriginal parents using metaphors appropriate to that particular aboriginal tribe. She has agreed to share these as a starting point for a working group to develop refrigerator notes for Māori whānau. Volunteers will be invited by The Werry Centre to participate in the ongoing resource development team.
Ingrid will also consult with Carolyn Webster-Stratton to ensure she is informed and endorses the content of these resources to ensure they are in keeping with Incredible Years fidelity alongside Māori cultural fidelity.

It is important to note that all of the above resources are not seen as replacements for Incredible Years resources. These items have been and are being developed as additional resources designed to honour Māori knowledge and practices and to assist with the engagement and retention of Māori whānau.

Recommendations from the Hui

As part of our waa whakamutunga, recommendations were made for future development of Incredible Years for kaimahi Māori working with Māori whānau. The following is a summary list of the recommendations made;

- Access to a New Zealand map depicting iwi affiliations as a tool to assist Māori whānau to connect based on where they are from.
- Using a Tree of Parenting Principles similar to the aboriginal fruit bearing tree (alongside the Pyramid) to depict IYrs concepts – Totara Tree as a possibility.
- Te Whare Tapa Wha model – marae metaphor – requires graphic design work before being reviewed by hui participants and added to rauemi kete.
- Refrigerator Notes – simplified version of these to be developed using Māori concepts and metaphors to outline key Principles and parallels for Māori (a focus group to develop these, distribute to the hui participants for feedback before including as a website resource).
- Develop a report for managers to outline the time requirements for delivering Incredible Years to Māori (time intensive to ensure setting up for success). Ingrid Altena to develop in consultation with hui participants and Carolyn Webster-Stratton.
- The Werry Centre to develop a New Zealand power point presentation of Incredible Years including ‘cultural responsiveness’ for New Zealand cultural groups.
- Distribute Special Education draft report to hui participants as presented by Paul Woller so that Māori group leaders are informed and can provide feedback prior to release of report. Group leaders will be able to access final report once released via The Werry Centre website.
- More hui and Supervision specifically for Māori – preferably ‘face to face’ and active supervision of group delivery skills.
- Extend invitation to non-Māori to inform them of best practice when working with Māori whānau and hear presentations.
- Maintain contact with aboriginal group leaders to share knowledge, experience and cultural tools used to assist with cultural responsivity.
- Ministry of Education staff questioning what pathways are available for Education staff in terms of cultural Supervision and support.

- Extend invitation in 2011 to Renda Dionne, Native American Incredible Years group leader, to join in the hui and share indigenous experiences and resources she has developed with the roopu.
- Invite Carolyn Webster-Stratton to a Māori Cultural hui.

Summary

The hui was very successful in paving the way forward for Incredible Years group delivery with Māori whānau. We received very generous and positive feedback in relation to the process being culturally appropriate and useful for the group leaders present.

The mahi will continue with further work required on evaluating IYrs for Māori whānau continuing.

One of the strongest collective messages at the hui was the need to be culturally responsive in delivering Incredible Years groups effectively. It was refreshing to hear that many of the contributions that kaimahi Maori naturally included in their programme delivery was validated as a requirement rather than an 'add on'. Rather than including this knowledge "under the radar" cultural responsive practices need to be implemented to gain best results for Māori whānau.

There were mixed messages regarding the inclusion of non Maori at future hui. Some regarded it as essential, others were keen for Māori to continue with their own development before including non Māori.

The Werry Centre would like to continue supporting both of these Supervision needs by nurturing strong leadership of Māori group leaders within Health and the NGO sector. Having a wider pool of Māori leaders will ensure the provision of ongoing hui by and for Māori as well as providing leaders who will be able to present workshops and information to non-Māori when working with Māori whānau.

The Werry Centre look forward to hosting our fourth Incredible Years hui for kaimahi Māori in 2011 with a much stronger emphasis planned on Supervision of delivery skills as well as the opportunity to share experiences and resources to further enhance the IYrs delivery for Māori whānau.

Ruia te kakano i roto i te maara o te hinengaro

(Plant the seed of hope in the garden of the mind)



Some comments from the hui participants

- Whakawhanaungatanga was commented on repeatedly as a positive and essential part of the hui process
- I really absorbed the wairua and energy of the group
- Being able to continue the korero for the second day was necessary and awesome as it solidifies where we need to be as Maori with Rauemi (resources) utilising our Māori models to deliver IY effectively.
- The Incredible Years Programme **can** and **will** work for Māori whānau **when** and **if** various and common cultural matters are addressed and responded to during the delivery: if they are not, then the programme will not achieve the positive outcomes that are desired.
- Adaptations will not compromise the fidelity of the programme – indeed, if it was deemed that they did, then the programme would have no fidelity for whānau.
- IYrs ‘Cultural fidelity’ as well as IY’s fidelity great to hear!
- There have been suggestions about getting non-Maori colleagues to this hui but I think that there is also still a place for Maori to be the ‘main’ tangata at the hui.

- Tracey's (Gowans) korero was very touching and I wish her the very best in her journey. Kia tou e Rangimarie Kia Tracey!
- Traceyanne made the whole hui enjoyable, kept things on track - kept everything going – Kia Ora Koe – Love her style.
- Special thanks to Iwi. Iwi goes to many hui and is automatically placed in leadership roles “as soon as he gets there.” It's nice to honour him for that as we do tend to place a lot of weight on his shoulders. We know that he does it for aroha of course!!!
- This hui has revitalised me!!! Affirmed my belief that IY has great potential to transform whānau in the future.
- ‘the hui was about moving forward, there was less resistance and more acceptance for the programme and people were looking at resolutions’
- I would like such statements as “Incredible Years works for Māori” and “Incredible Years is equally as successful for Māori as it is for non-Māori” to cease as stand-alone statements unless they are qualified with the following addendum: “...when particular cultural enhancements and adaptations are made.”

Acknowledgments



Thank you to the Mana whenua, Ngati whatua, University of Auckland, Waipapa marae staff, Rangitia Catering, Whaea Jacqui Perillo and the many hands that ensured the Powhiri, hui and waa whakamutunga were beautiful, safe and embracing.

Thank you to all of you who participated in this event. We are extremely grateful for you sharing your knowledge and resources with us. Special thanks to our presenters, Tracey Gowans, Ali Freidrich, Paul Woller and Diana Shepherd. We are extremely grateful to Traceyanne Herewini for her tireless efforts of helping to keep the hui running smoothly. Arohanui Traceyanne, I highly value your generosity and knowledge in assisting me to deliver IYrs groups with Māori whānau. I also value having a colleague with a shared vision of finding and celebrating ways to honour Māori knowledges and practices to best serve the needs of Māori whānau.

Kia ora Iwi and Richard, we value both of your contributions and stepping in when you were needed!

Thanks also to Dr Te Kani Kingi, we did not have the pleasure of listening to his korero at our hui due to his flight being delayed. However, we value your offer of contributing to the hui as well as the input into the mahi being undertaken by Traceyanne and Ingrid in evaluating Incredible Years with Māori whānau.

Thanks to our cultural leaders group who are busy working towards their Accreditation this year, Alisa Lolohea, Mercy Drummond and Marina Pouesi.

Thank you to Debbi Tohill (National Manager) and Sue Treanor (Director) for supporting this hui, Rawiri Wharemate (Werry Centre Kaumatua) and Janice Beazley (Māori Clinical advisor), Genae Mariu (Project Support Administrator) and the tireless effort and amazing skills of Nicola Peeperkoorn (Incredible Years Project Coordinator).

Ingrid Altena

He aha te mea nui o teā o? He tangata, he tangata, he tangata

(What is the most important thing? It is the people, the people, the people)