



Report from Pacific Accreditation Fono

August 2014

Introduction

As part of an ongoing targeted workforce development programme, The Werry Centre have facilitated an annual Incredible Years Pacific fono for the past three years. These fono have provided valuable networking and skill development opportunities for Pacific, and have led to a significant increase in confidence in the relevance and effectiveness of Incredible Years for Pacific whanau. Recommendations from these fono have led to –

The formation of a Pacific Working Group to provide leadership and cultural guidance to Pacific IY development,

The Pacific Working Group working in partnership with The Werry Centre to develop a series of culturally specific parenting resources translated into four Pacific languages,

In consultation with The Pacific Working group, The Werry Centre providing a culturally specific pathway to support Pacific IY accreditation, with a view to building long term sustainability.

This report provides a summary of the inaugural Pacific Accreditation Fono held on August 19 and 20 in Auckland.

Purpose

The focus of this fono was to provide support and guidance to Pacific group leaders working towards their accreditation. This fono also provided an opportunity for Pacific group leaders

to come together as a Pacific-only group, to make connections, to share their experiences of Incredible Years and to consider what it means to be Pacific in the delivery of this programme

Acknowledgements

Thank you to all participants who attended this accreditation fono – your enthusiasm for IY and passion for supporting Pacific whanau was obvious throughout the two days. Each of you demonstrated your commitment to both your own skill development and huge support for your Pacific colleagues. Thank you also to Mali Erick (Pacific Advisor, The Werry Centre) and the Pacific IY Working Group for your valuable cultural support and guidance.

Overview of the Pacific Accreditation Fono

The two-day fono was opened by Mali Erick with a traditional lotu. Twelve trained Pacific group leaders attended the fono which was facilitated by Tania Anstiss (Incredible Years Mentor, The Werry Centre). Participants represented several Pacific ethnicities including Samoan, Niuean, Tongan and Cook Island.

Following introductions and sharing of each participants progress in IY, Tania provided a national update on Pacific IY workforce data. Of particular note is the low numbers of Pacific group leaders who have achieved accreditation in relation to other groups (see below). The ethnic breakdown in the Pacific IY workforce closely parallels that evident in the general population.



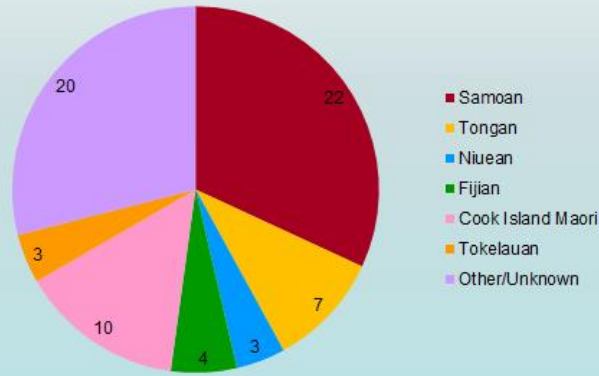
Progress for Pacific

	All	Pacific	Maori
Number of group leaders trained	1225	69	275
Number of group leaders working towards accreditation	135	18	52
Number of accredited group leaders	116	5	19



Progress for Pacific

Trained Pacific Group Leaders by Pacific Ethnicity



A combination of group discussion, brainstorming and small group practice time were used throughout the two days. There was a focus on each skill area required for accreditation, ensuring all participants had opportunities to practice these. To provide an overview of accreditation and to clarify expectations, Tania outlined the core paperwork requirements and core competency areas required. A booklet containing all paperwork requirements was provided to each participant.

The group began with considering the unique qualities and expertise Pacific bring to their programme delivery which enhance the outcomes for Pacific whanau. A summary of seven key themes from this discussion is provided below.

KEY DISCUSSION THEMES:

GROUP LEADERS CONNECT WITH THE PROGRAMME AND KNOW IT WORKS FOR PACIFIC

- Pacific Values still stay the same – it's the Practice & Attitude that needs to change.
- It's easier for us to understand because it's about "relationship"
- We are driven to break the cycle of violence
- A belief that this programme works for Pacific
- The programme is a Tongan translation of the bible values and beliefs to me. The principles work.
- We have a willingness to learn and drive forward for Pacific

DEVELOPING RAPPORT AND BEING NON JUDGEMENTAL	<ul style="list-style-type: none"> • Using humour • We are laid back/relaxed • Keeping things comfortable • Bringing in your Pacific ‘flavour’ and personality • Being open-minded • Making it feel safe
MAKING A PERSONAL CONNECTION	<ul style="list-style-type: none"> • Heart/genuine/congruence • Ensure you are relatable • Whanaungatanga (Fakafeiloaki) • Brining your personal experience • Bringing my belief and values around family & HEART • Being flexible • Adding in a “Mama” or “Papa” vibe
UTILISING PACIFIC CULTURAL EXPERTISE	<ul style="list-style-type: none"> • Using Pasifika parenting concepts and practice • Bringing in your - <ul style="list-style-type: none"> ▪ cultural skills/knowledge ▪ Values and beliefs ▪ cultural processes ▪ Life experience as a Pacific woman ▪ Life experience as a Pacific community • We know how to engage our Pacific – we are unique. • We are strength based and an optimistic people.
THE IMPORTANCE OF CONNECTING CULTURALLY	<ul style="list-style-type: none"> • Make cultural connections with parents • Make spiritual connections with parents • Use your language • It is easier to understand our own people
RESPECT	<ul style="list-style-type: none"> • Respect each other – this is so important for Pacific • Unspoken knowledge and respect amongst Pacific • Be mindful of different cultural ‘layers’ • Generational respect is important
REDUCE BARRIERS FOR PACIFIC	<ul style="list-style-type: none"> • Provide Food • Use Incentives

Utilising the Werry Centre accreditation workbook provided, Pacific participants worked through each accreditation competency area, reflecting on and practising the core components within each. A summary is provided below.

Core components identified within each skill area:

<p>Using the collaborative model</p>	<ul style="list-style-type: none"> - with parents Be understanding, validate what they say, ask them questions, you are not the expert, focus on their strengths, celebrate and praise, give rewards, capturing principles, know them and their goals - with your Co-Leader Communicate, use team work, prepare and plan together, debrief after group - listen and share, do the “Collaborative dance”, invite your coleader in if they lack confidence, rely on each other, know each other’s strengths
<p>Brainstorms</p>	<ul style="list-style-type: none"> • Encourage group members to share knowledge • Provides prompts to facilitate discussion • Smaller groups can be effective • Be reinforcing and affirming for participants • Language appropriateness • Brainstorms are short and sweet (keep it brief) • Be clear about topic and instructions • Just get “words”, no deep exploration • Definitions – be specific • Use parents’ words where possible
<p>Home Activities</p>	<ul style="list-style-type: none"> • Ground rules – clear expectations • Focus the discussion e.g. write up question for their feedback • Keep the children as the focus • Inject humour • Buzz groups/pairs- 1 feeds back • Know your group and their vulnerabilities • Use variety of formats • Talk in break if needed • Look for quiet ones – plan to draw them out • Engage the reluctant ones • Attention principle – strategic ignoring if needed • Refocus – but be respectful • Affirm if you need to move someone along • Give them a chance to chat on phone • Paraphrasing what they said • Refer back to Pyramid or capture ‘gems’ to refocus • Add in spontaneous practices

<p>Mediating Vignettes</p>	<ul style="list-style-type: none"> • Use calming strategies • Know your stuff • Setting the scene - Introduce the vignette, What do you want them to look for? • Ask open-ended questions relating to the topic • Use the PAUSE button – ‘make it your friend’ • Look for ‘recipes’ for the parents to use (gems/principles/Taonga) • Acknowledge <ul style="list-style-type: none"> ○ Paraphrase ○ Reward it (in the moment) ○ Write it up • Slow it down to capture the key ideas – make that space! • Use coleading partnership to capture gems.
<p>Setting up practices</p>	<ul style="list-style-type: none"> • Explain why first (being clear) • Clear instructions <ul style="list-style-type: none"> ○ Clear definition of role ○ Age of child ○ Temperament of child ○ Parent needs to know what we want them to do. ○ Script/words/group • Invite parents to come help you, bring them in, don’t ask • Setting the scene – what do you want to happen in the practice? • Coach for parents/support/Awhi or group if safe for parent!! • Clear start and stop or call Time/Pause • Check in with all afterwards <ul style="list-style-type: none"> ○ Parent/child/group • Wrap up <ul style="list-style-type: none"> ○ Learning ○ Can you try this at home? • Remember to add in unplanned practices throughout the session <ul style="list-style-type: none"> ○ Use inviting words to get them involved <ul style="list-style-type: none"> ▪ Eg. Let’s see how that looks... ▪ Let’s practice that... ▪ Let’s try that... ▪ Can you turn to...and see how that looks? ▪ I wonder what would

	<p>happen if...</p> <ul style="list-style-type: none"> ▪ Let's try an experiment...
Capturing Gems/Principles/Taonga	<ul style="list-style-type: none"> • Know the topic so you know what to look for • Use energy and enthusiasm • Be ready to step in – work together • Refer back to pyramid • Reinforce and repeat! And refer back! • Do it in the moment • Make the gem meaningful – what is the benefit for the child? • Get the gem and move on • Restate the gem so it's clear • Make time even when I am busy

Fono Participant Feedback

All participants completed an anonymous evaluation form to provide general feedback and to make recommendations for the future of Pacific IY. A summary of feedback comments is provided below –

What was useful in this fono?

- Awesome opportunity – awesome to see the passion of Pasifika.
- It's an excellent opportunity for PI facilitators to continue this and to move forward to become Accredited and then move on to be Peer Coaches for Pacific.
- I thoroughly enjoyed the workshop. A lot of the information will really help me better myself in my role as a programme facilitator.
- Appreciated the knowledge that I have acquired from the fono.
- I loved being able to be in a group with fellow Pacific people and talk about our culture and our passion for Incredible Years.
- I have learnt so much from everyone and can't wait to take new ideas home.
- Thank you Tania for being yourself and your willingness + determination to support us as Pacifica people to progress forward with IY.
- These workshops have helped me to really recognise the uniqueness of what I can offer or add to IYP Programme. Thank you for helping me to do that.
- Practicing skills and hearing others during discussions has helped me to become a better facilitator.
- I have learnt so much over the 2 days.
- I love that Tania validates our different cultures and respects who we are
- My goal was reached re: paperwork and learnt much more to improve my facilitation skills. I'm on track to gaining my Accreditation.
- Thank you Tania for providing a great learning environment and a forum where we could freely talk about our culture and what makes us unique. Malo 'aupito.

Recommendations for the future?

- More regular fono
- More resources for Pacific, pamphlets into PI languages, DVDs, framework development
- Pacific IY Conference
- Getting all PI facilitators involved to look at possible developments
- Providing Pacific Peer Coaches for Accreditees and facilitators
- Develop more posters for other PI languages.
- We could try different ways of delivery to suit our Pacific parents in their own language. I think for those who doesn't understand English well.
- Keep up the good work.
- Provide Supervision, Consultation days for Pacific IYP facilitators.
- Grow Pacific mentors



SUMMARY

The Werry Centre continues to support and proactively work towards growing the Pacific IY workforce throughout Aotearoa. The goal is to ensure the Pacific community can access culturally appropriate and responsive parent group delivery. It was clear that participants found this fono valuable and useful for their IY accreditation progress. Considerable motivation and passion for Incredible Years was evident during the fono along with a determination to grow the number and skill of IY Pacific group leaders.

Based on participant feedback from this fono, The Werry Centre intends to -

- Continue focusing on sustainability for Pacific through targeted allocation of training places and targeted support *for Pacific by Pacific*, wherever possible as capacity and capability grows
- continue providing Pacific IY Fono and Accreditation Fono.
- Schedule Pacific events regularly throughout the year wherever possible.
- Continue to develop further IY resources for Pacific, as funding allows.
- Continue to be guided by and to work alongside the IY Pacific Working Group to develop further Pacific IY resources, including consultation with other key Pacific stakeholders as needed, for example The Werry Centre Pacific Advisory Group, and LeVa.
- Work alongside the IY Pacific Working Group to develop a Pacific accreditation framework to provide support to the accreditation pathway.
- In partnership with the IY Pacific Working Group, provide support to the wider IY community in their delivery to Pacific families, for example provide an IY forum for Non-Pacific group leaders delivering to Pacific families

