

HOW TO CREATE

Meaningful Family Time

with Young Children

RESEARCH
REFLECTION
RELATIONSHIPS





This resource was created by a national network of early childhood experts and practitioners to provide guidance to the adults who serve very young children in the child welfare system when it comes to supporting, coordinating, planning, ordering, or advocating for family time visits. Because no other period of development is more important than the early years, and because the needs of young children are vastly different than those of older children—specifically for those in the child welfare system—it is essential to understand the specific needs of young children in order to make family time meaningful to them and their families. For example, as memory capacity is emerging, young children need proximity to develop and strengthen relationships; therefore, frequent, shorter face-to-face family time visits are more helpful to the attachment process than once a week, longer, or virtual visits.

As a child welfare supervisor, you can make a significant difference in children's lives. Research continues to support the substantial impact that caring, attentive adults can make for children in the child welfare system, especially for the youngest children. This resource is designed specifically for supervisors and provides:

- A summary of several relevant areas of **research** and how this research applies to the largest age group entering the child welfare system, babies and young children.
- Questions for **reflection** to help you think about the implications of the research regarding how you do your work and how families are served. Although making time and space to pause and reflect is considered a luxury for most supervisors, thinking through these questions can lead to a greater awareness and understanding of quality family time for young children.
- Practice tips for ensuring that family time promotes healthy **relationships** and accounts for the unique needs of young children.

Quality family time can contribute to better and quicker permanency outcomes, which is priceless for young children.



TERMINOLOGY

Parent	=	parent or legal custodian involved in the child welfare system
Caregiver	=	foster parent, resource parent, relative, or non-relative caring for the child while addressing permanency
Family Time Visit	=	while transitioning away from the word "visit," this document uses the phrase "family time visit"

Research and Reflection

Understanding Research Findings and Making Time for Reflection

Six critical areas of study inform best practices for family time with young children.



EARLY CHILDHOOD DEVELOPMENT



NEUROSCIENCE



ATTACHMENT



TRAUMA



IMPLICIT BIAS AND OPPRESSION



RESILIENCE



EARLY CHILDHOOD DEVELOPMENT

Establishing a Healthy Trajectory

The Science

The greatest opportunity for ensuring optimal human development begins in infancy. Both nature (heredity) and nurture (environment) interact to shape development. Child development proceeds through a predictable sequence of milestones (sitting, crawling, walking, running). Development is interrelated; early social emotional development and physical health provide the foundation for emerging cognitive and language skills. Healthy attachment to a primary caregiver is the cornerstone for all domains of development (physical, cognitive, motor, language, and social emotional). Skills that emerge in the early years are prerequisites for success in school and in life. Early exposure to child abuse, neglect, extreme poverty, or an absence of essential developmental experiences, lay a more difficult pathway for a healthy life trajectory. Many adult issues, including chronic diseases, mental health and substance use disorders, and other multigenerational adversities, are now understood as disorders that began early in life. Quality parenting and early intervention services offer the greatest opportunity for changing a child's developmental trajectory and improving outcomes.

Implications for Child Welfare

The first five years of life offer the most opportunity for development, and yet, the most vulnerability for adversity. During this period, neglect is the most common form of child maltreatment, depriving children of essential experiences and relationships during a critical window of development, with dire consequences for physical and mental health over the lifetime. Maltreatment increases the rate of developmental delays, attachment disorders, behavior challenges, health problems, and other trauma-related issues.

Multiple systems are mandated to provide early identification during the window of "brain plasticity" which offers the most effective opportunity for healthy growth and development. Children need more than simply removal from a neglectful/abusive home to reverse the consequences of maltreatment. Children who are removed from their homes need caregivers who will provide a stable, nurturing environment, acting as key buffers to stressors and offering them an opportunity to form attachments and thrive in trusting relationships. Young children in the child welfare system also benefit from high quality early learning environments and targeted therapeutic supports, to support and enrich their overall growth and optimize healthy development.

Reflection

What is my own level of knowledge about child development and where do I turn for ongoing learning in this area? How do I apply knowledge about child development and developmental science as I lead and guide my team about family time?



NEUROSCIENCE

Optimizing Brain Development

The Science

The first 1,000 days of life is the most critical time for brain development with over one million new neural connections each second as 80% of the brain is developed from birth to age three and 90% by age five. This critical window of “brain plasticity” offers the greatest opportunity for “hard-wiring” lifelong development for better or worse. By 12 months of age, the chemistry of brain circuits in the prefrontal cortex lay the foundation for executive functioning, governing memory, attention, and impulse control. Heredity, environment, relationships, experiences, and culture interact to shape the brain during developmental periods. Singing, talking, reading, hugging, and other nurturing interactions build neural connections shaping the foundation for language, cognitive, and social emotional development. On the contrary, in the absence of these interactions, when children are neglected, early brain development is disrupted and places the children at an increased risk for attentional, emotional, cognitive, and behavioral disorders.

Implications for Child Welfare

Children under age five comprise half of the child welfare population with infants being the largest single age group. Neuroscience shows that abuse and neglect are particularly toxic during these pivotal years, disrupting essential brain connections. Neglect withholds critical stimulation necessary for healthy brain development while abuse activates the “fear center” of the brain. Children in these environments, with the absence of relationships that can help them cope, have difficulty learning or to developing their executive abilities. This can result in challenging behavior such as sleep and eating disruptions, difficulty managing emotions, and trouble controlling impulses. The sooner young children are settled in safe, stable placements, the more likely healthy brain development will occur.

Reflection

How do I apply information about brain development in early childhood when supporting team members in their planning and decision-making regarding family time?



ATTACHMENT

Building an Emotional Foundation

The Science

Babies are born ready for relationships. Attachment relationships are developed through an accumulation of daily relationship-based routines including feeding, diapering, and nurturing. The quality of the relationship is enhanced by consistent provision of comfort, nurturance, and protection. To develop and maintain meaningful attachments, young children need frequent contact with nurturing caregivers. Children who develop secure healthy attachments have the greatest opportunity to “hard wire” the brain’s neuropathways and build capacity for self-regulation, effective social interactions, self-reliance, and adaptive coping skills later in life. Early attachment relationships form the foundation for all future relationships and learning, either promoting social emotional health or setting in motion a negative trajectory that can persist throughout the lifespan.

Implications for Child Welfare

The fundamental developmental task in early childhood is the formation of attachment with caregivers. For this reason, young children are particularly vulnerable to separation, especially sudden and frequent changes. Abrupt removals and separation of a young child from parents can impair the child’s sense of trust, safety, and stability in the world. Stress is compounded each time a child moves from one placement to another. Children who cannot consistently depend upon their parents to provide nurturance, protection, and security often resist forming new attachments, develop unhealthy attachments, and display challenging behavior as their emotional needs go unmet. Caregivers for children who have been removed are instrumental in helping the children form trusting, stable attachment relationships. If children are removed prior to forming attachments to their parents, family time visitation needs to be frequent and provide opportunities for the parents to learn and participate in the crucial experiences necessary for attachments to form.

Reflection

How do I support our team in developing family time plans from a young child’s perspective, and focused on building, maintaining, and strengthening attachment relationships?



The Science

A vast body of research has shown how trauma affects individuals: 1) directly through their own experiences, particularly during childhood; 2) indirectly by adverse community environments; and 3) indirectly by trauma passed down through generations of families or groups of people. The direct impact of trauma was first realized in a landmark study, the Adverse Childhood Experiences (ACE) Study, which examined the long-term effects of ten childhood adversities. This study, and subsequent related research, shows an undeniable link between childhood trauma and poor mental and physical health outcomes. The more ACEs, the higher likelihood of risky health behaviors, chronic health conditions, lower life potential, and early death. Alarming, having six or more ACEs predicts a 20-year reduction in life expectancy.

In addition to adversity directly experienced by a person, environmental factors (poverty, discrimination, violence, lack of affordable quality housing, lack of economic mobility) can further traumatize individuals and can lead to poor health outcomes.

Historical trauma occurs when generations of people experience trauma, injustice, and oppression. It is cumulative and can affect the psychological and physical health of groups of people who share an identity, affiliation, or circumstance. Members of these families or groups can show signs of trauma even if they have not experienced it directly.

Implications for Child Welfare

Children in the child welfare system are directly affected by multiple ACEs and can be indirectly affected by environment adversity and historical trauma. Many of their parents also struggle with their own unresolved trauma.

Child welfare professionals can strengthen trust and engagement with families through continued awareness, understanding, and learning regarding the affects of trauma and the modern expressions of historical trauma. Parents who have experienced multiple adversities may be less likely to have the capacity to provide the type of stable, supportive relationships that their young children need. This multigenerational cycle of adversity can be broken when families receive effective interventions that address both the parent's and the child's trauma, and repair and strengthen their relationship.

Many families in the child welfare system live in adverse community environments lacking access to services, affordable housing, secure jobs, and quality healthcare. These families need a network of supportive services. Child welfare professionals can help families overcome systemic barriers, advocate for families in need, and use community services that help families build resilience.

Reflection

How do I incorporate trauma-informed principles and practices as I set expectations for family time? What actions do I take to help my team examine their own personal histories and consider how they might impact family time decisions?



IMPLICIT BIAS AND OPPRESSION

Keeping our Assumptions in Check

The Science

Implicit bias refers to the attitudes or stereotypes that affect our actions and decisions in an unconscious manner. While some biases can be conscious, many are unconscious; they are activated involuntarily and without awareness or intentional control.* For example, even if you say that men and women are equally good at math, you might unconsciously associate math more strongly with men. Biases begin at a very early age and are shaped over the course of a lifetime through exposure to direct and indirect messages, and ideas and practices that place one group of people in a superior position over others.

It is important to understand that biases do not appear in a vacuum, they are influenced by the institutions, systems, and culture in which we live. Because our institutions, systems and culture are permeated with various forms of oppression (e.g. racism, classism, sexism, ableism) many of the biases individuals display replicate and further reinforce those forms of oppression (e.g. Because media messages communicate that African Americans feel less pain, a doctor does not prescribe a needed pain medication for a patient). The history of many systems in the United States—including the child welfare system—involves the oppression of groups of people, including Black, Indigenous, and immigrant families.

*Source: Understanding Implicit Bias, Ohio State University, Kirwan Institute for the Study of Race and Ethnicity

Implications for Child Welfare

To reverse and repair the persistent oppression and bias in the child welfare system requires change at multiple levels (individual, interpersonal, and systemic), but starts at the individual level. Individuals working in the system can start their journey towards disrupting bias and oppression by increasing their self-awareness about the impact that history and various forms of oppression have had on their beliefs, attitudes, and interactions with others. Child welfare professionals can also reflect on their own perception of families who have been involved in the system over generations and seek to understand how an increased level of awareness might influence how they engage with families and systems afterwards. While individual change is not sufficient to correct the disparities that Black, Indigenous and People of Color (BIPOC) families and others are facing, it is the first step towards greater equity.

Reflection

In what ways do I help our team examine how family time decision-making and planning might be impacted by our own biases, our privilege, and the power inherent in our roles?



RESILIENCE

Promoting Protective Factors

The Science

Resilience is the capacity to recover quickly or “bounce back” from adversity. It can be developed at any age; however, earlier is better. The single most important resiliency factor for a child is to have the support of at least one stable and committed relationship with a parent, caregiver, or other adult. These relationships provide the personalized responsiveness and protection that can buffer children from developmental disruption. Relationships also help children develop key resilience capacities such as the ability to plan, exhibit self-regulation, and adapt to changing circumstances. This combination of supportive relationships, adaptive skill-building, and positive experiences constitutes the foundation of resilience. In addition to relationships within families, relationships in the broader community can also foster resilience. Features of a resilient community include: social connectedness, strong service delivery systems, promotion of health and wellness, and policies developed through a lens of equity and fairness.

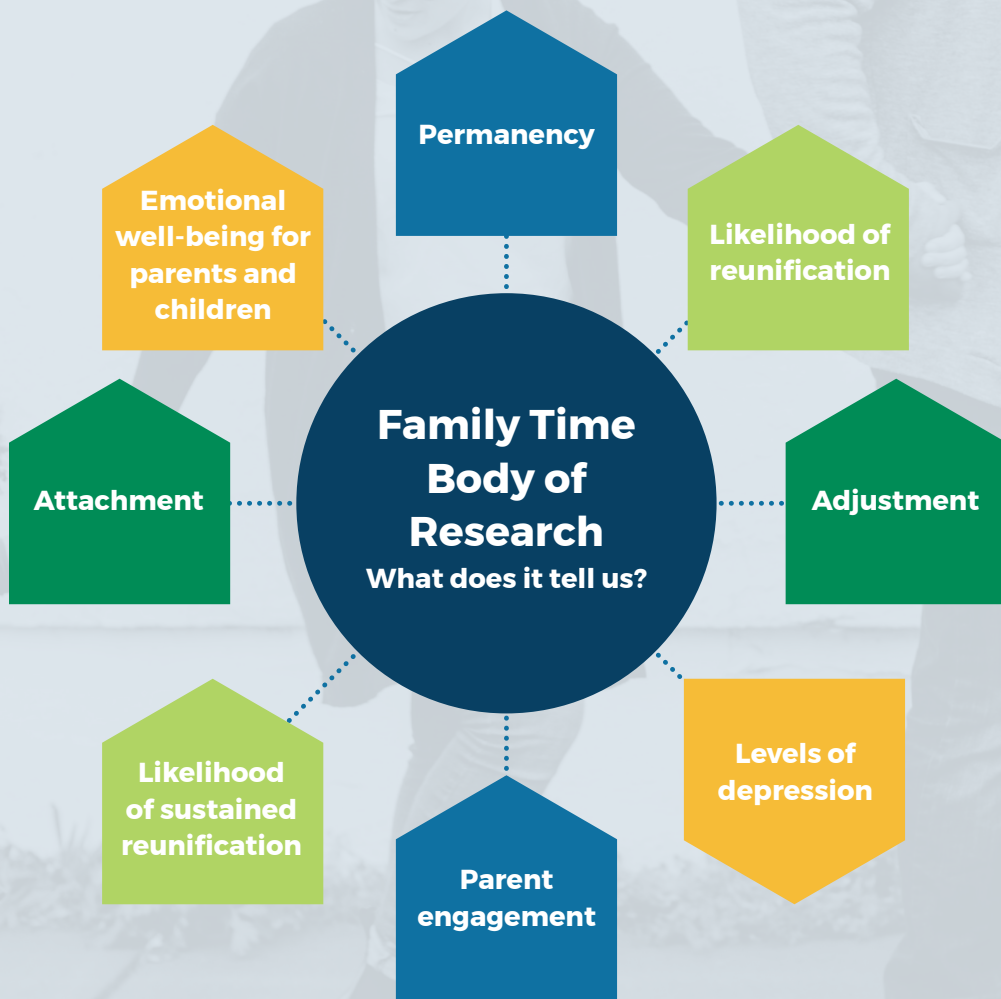
Implications for Child Welfare

The child welfare system recognizes the importance of resilience and has adopted the Strengthening Families Protective Factors Framework. This research-informed framework aims to build family strengths and nurture healthy child development while reducing the likelihood of child maltreatment. The five factors that promote resilience, particularly for families involved in the child welfare system, are: 1) parental resilience; 2) social connections; 3) knowledge of parenting and child development; 4) concrete support in times of need; and 5) social and emotional competence of children. Child welfare professionals can help families build healthy support networks and resilience. If parents feel cared about and connected, it is more likely that they can then care for their children. In addition, people working in the child welfare system can strive to build resilience in communities by identifying gaps in services and making connections with new partners to fill the gaps, joining community coalitions, advocating for fair policies that impact those involved in the child welfare system, and supporting public health efforts. Child welfare professionals should also strive to build resilience in themselves by using proactive methods of self-care and actively addressing signs of burnout and vicarious trauma.

Reflection

How do I encourage use of the five Strengthening Families protective factors in building resilience in families? In what ways do I model resilience and help to prevent burnout and vicarious trauma?

Research also demonstrates that making time for meaningful family time visits can lead to a wide range of positive outcomes for families, from greater emotional well-being for the child to greater likelihood of reunification.



Reflection

How am I optimizing family time to support these positive outcomes?

Source: The U.S. Department of Health and Human Services, Administration on Children, Youth and Families (ACYF), February 5, 2020 memorandum providing guidance on family time for children and youth in out-of-home care.

Relationships

Practice Tips for Promoting Healthy Relationships

Most practice guidelines apply to both in-person and virtual family time visits..

Physical and Emotional Safety

Anticipate that family time may be stressful for the young child, as well as the parent and encourage strategies to increase both physical and emotional safety.

- Promote learning related to the physical and emotional safety needs of young children in relation to early childhood development.
- Oversee the degree of family time supervision, emphasize the importance of using a supervisor who the child knows and trusts, and prompt routine review of the level of supervision.
- Inquire about other primary adult attachment figures in the child's life who can be included in family time to help the child feel secure and safe.
- Consult with your own supervisor/agency if there are identified gaps or concerns with family time policy or other barriers to promoting emotional safety.



TERMINOLOGY

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Preparation and Intention

Support preparation of the child for family time, request that team members observe family time interactions, and have an expectation for follow-up with all parties after family time. Ensure that team members work with the parent and others to set an intention for each family time visit, clearly identifying a desire or a focus that will strengthen the parent-child relationship.

- Observe team members as they prepare the child, parent, and caregiver for family time, and assess the quality of follow-up after the family time visits. Engage the team members to identify emotions that come up and may need to be addressed.
- Promote early childhood development knowledge by inviting local child development experts to staff meetings for consultation and training, and providing user-friendly parent-child observation tools. Model an understanding of child development when interacting with young children.
- Provide guidance to enhance family time by ensuring it is focused on advancing the permanency goal. Encourage routine sharing among team members regarding best practices including how to plan intentional, meaningful family time visits that support the parent-child relationship.

Logistics

Promote family time schedules that include frequent family time visits, both in-person and virtual, and increase in frequency and duration as the parent progresses with the case plan tasks. the family time schedule. that respond to the status of the case and the parent-child relationship, and prevent the young child from bearing any unnecessary burdens.

- Provide guidance to ensure family time schedules are developed around the young child's routine and include consistent, regular, and frequent contact.
- Encourage the use of home-like, family-friendly settings that meet the developmental needs of the young child and include cultural factors such as a place of worship, home of friend or relative, and where the family's home language is spoken.
- Inspire creativity from all parties by exploring organic opportunities for family time, such as a toddler's haircut, child's medical appointment, religious service, or child care center visit.
- Consult with your own supervisor/agency leadership regarding support needed for transportation and logistics.

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