Overview of the Collaborative Change Approach
Foster Care Grantees

The Collaborative Change Approach (CCA) is a process for helping grantees to engage stakeholders, including youth, staff, and others in developing programs to effectively support the move from foster care to independence. Through this approach, foster care agency leaders and staff help their organizations, the youth that they serve, and/or other stakeholders articulate shared values, name the success they seek, and develop a realistic and sustainable plan of action. A defining strength of the approach is that it builds the capacity of participants to be reflective about what it will take to succeed.

This approach is based largely on William Bridges' Transition framework and the ARIA-C3 process. A brief description of each of these frameworks follows:

William Bridges Transition Framework[1] provides a guide to understanding the internal process that people go through as they experience change. There are three stages to every transition

> **Endings**--the stage in which one must let go of "the way things were" in order for a desired change to take place. The Endings stage involves loss, acknowledgement and mourning, letting go, getting closure and saying goodbye to the old identity, the old way of doing things.

> **Neutral Zone**-- the chaotic, but dynamic stage that occurs after one has "let go" of the old way of doing things, but not yet fully embraced the new. The Neutral Zone is an in-between time that contains considerable chaos, but is also a place where great creativity is possible.

> **New Beginning**--the stage where a new way of doing things, a new identity or a new opportunity for growth and progress emerges. The New Beginnings stage brings a feeling of finally "being with it," that a new chapter has emerged. Often, a sense of renewal is also felt.

ARIA-C3[2] is a value-driven process for helping multiple individuals and groups collaboratively set and implement an agenda for change. Through this process, participants envision and foster lasting change by seeing through three lenses:

> **1) Individual lens (C1)** - Participants first articulate their individual goals, values and action ideas for a needed change through responding to a web-based or hard copy questionnaire about WHAT they envision, WHY they deeply care about

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[1] For more information about Bridges' Transition Framework and how grantees have worked with it, please refer to the "Andrus Archives" section of the Andrus Family Fund Website: www.affund.org.

[2] For an example of ARIA C3 applied in a Foster Care Setting, please see the article entitled, "The Berkshire Experience: A Summary of Lessons Learned" in the "Andrus Archives" section of the Andrus Family Fund website: www.affund.org.

their goals, and HOW they think the change can happen.

2) Group lens (C2) - They then reach consensus with members of their own stakeholder group on shared, intragroup (within group) goals.

3) Collective lens (C3) - Finally, group representatives reach consensus on intergroup (across group) goals and action plans for their entire community and establish change teams.

The CCA approach combines the strengths of each of the above models into a thoughtful planning process about how to effectively build programs that help youth successfully move from foster care to independence. Grantees who successfully apply for a CCA grant will partner closely with Andrus Family Fund Transition Consultants and C3 experts to develop a project that includes the following features:

- A value-driven and collaborative process to help stakeholders define their goals for a successful move to independence.

- A specific and sustainable program plan to help youth achieve their goal for a successful move to independence.

- The creation of a Transitions Monitoring Team to guide ongoing reflective practice and support the intentional and consistent application of Transition concepts to foster care to independence.

To apply for a Collaborative Change Foster Care to Independence Planning Grant

The Andrus Family Fund will consider applications for planning grants of up to six months to foster care organizations to develop and implement collaborative programs to support youth in moving from foster care to independence.

Successful applicants for a CCA grant will demonstrate:

- A commitment to innovating new programs to help youth make a successful transition from foster care to independence.

- An interest and willingness to give youth an active voice and responsibility in shaping new programs.

- An ability and willingness to work with the Andrus Family Fund to build a tailored approach to their organization based on the CCA.

- An openness to being trained to implement this approach in their agency.

To apply, please provide a 1-2 page statement that includes the following:

1. A paragraph about your organization(s) and the project leader(s) and team that would drive this initiative.

2. A description of the initiative that you propose to launch. Please include the stakeholder groups that you believe you will need to engage in the initiative.

3. Your understanding of how your organization and the youth that you serve would benefit from the CCA.

This 1-2 page statement must be submitted together with your online application.