

Amber Grossenbacher

3.1. Discuss the philosophy or clinical/service approach that guides the nominee's work with participants (15 possible points)

Amber works from a strength's based perspective and is consistently supporting individuals that she works with to feel empowered. Amber believes that all individuals have strengths and talents that are unique to who they are and what they have to offer this world. Amber values the importance of developing a trusting relationship based on respect with those she SERVES as well as her colleagues. She is incredibly relational and seeks to learn from those she is serving. She views her role as the SEEDS Case Coordinator as one that works collaboratively with participant. Amber goes above and beyond to build lasting, trusting relationships with those she works with. She will seek out activities and opportunities to engage with the young adult. Amber works in an environment where she plays one of many roles including being a case coordinator & advocate for youth in TLC's S.E.E.D.S Transitional Living Program, a colleague, supervisor, and a representative of TLC for Children & Families, Inc as well as the field of Social Work. While balancing all of these roles she never fails to demonstrate personal integrity in a way that you cannot help but take notice to almost immediately. Her passion and authenticity are present in the work that she produces, in her interactions with her clientele, in her leadership & supportive role with her supervisees and colleagues and in the way she strives daily to promote and model what is ethical and sound. She naturally takes the extra effort and time to communicate openly and honestly with her colleagues, supervisee's, community collaterals and clientele. She is committed to a sense of honesty and truthfulness in regards to the motivation for her actions and encourages others to strive for the same. This sense of commitment has led to her colleagues & those around her viewing her as someone who is trustworthy, genuine and a natural leader. Her core values are aligned with those of Social Welfare as she embraces service, social justice, integrity, competence, dignity and worth of the person, and the importance of human relationships.

3.2. List the outcomes that the nominee is held accountable to in their work with participants (15 possible points)

Of the approximately 500,000 children in the foster care system, an estimated 24,000 foster youth age out of care each year and attempt to live independently (U.S. Department of Health and Human Services, U.S. Census Bureau). During FY2010, over 500 young adults, or 10% of those currently in the custody of the Kansas Social and Rehabilitated Services, listed independent living as their permanency goal due to aging out of the system, but only 63 young adults, or 12%, were able to be currently placed in an independent living setting. In the Kansas City region, 84 young adults have the goal of independent living, but only 17, or 20%, were able to be currently placed in an independent living setting.

Research on foster care alumni show that these young adults are at higher risk for homelessness, unemployment,

illness, incarceration, welfare dependency, and sexual and physical victimization than their peers (Emancipation from Foster Care, 2006). The most significant obstacles facing young adults are a lack of support for education, housing, and employment (Midwest Evaluation of the Adult Functioning of Former Foster Youth, 2007). In fact, "three in ten of the nation's homeless adults report foster care history" (The Relationship between foster care and homelessness, 1995).

TLC's Transitional Living Program is designed to empower young adults to achieve self-sufficiency while providing safe and supportive housing, basic needs, independent living skills, and comprehensive services in a supervised setting. The primary goals are: 1) Development of support systems to increase youth's interdependency within the community; 2) Development and demonstration of independent living skills and readiness for self-sufficiency; 3) Successful completion of high school education; 4) Sustained employment; and 5) Financial Stability.

The primary program outcomes that Amber is held accountable to in her role are as follows:

1.95% Young adults will demonstrate an increase in their knowledge of independent living skills necessary to become self-sufficient.

2.65% of Young adults will meet their educational attainment goals at time of discharge. 85% Young Adults receiving income will have an established checking or saving account at time of discharge from SEEDS TLP.

3.85% Young adults discharging from SEEDS TLP who have identified securing employment as a goal will be employed during program participation.

4.95% of young adults meet one or more of their self-determined goals during program participation.

5.85% of Participants will make progress toward financial stability goals

3.3. List the activities that the nominee engages in with participants to help them achieve those outcomes (15 possible points)

Amber's responsibilities include serving as the primary liaison and advocate for program participant and all parties involved, providing strengths based case management, development of individualized Independent Living Plans in collaboration with the young adult, facilitating monthly reviews of progress, development of collaborations with community-based service providers, direct supervision of young adults, documentation of interactions and services provided, and implementation of weekly independent living classes and community meetings. Amber teaches weekly Independent Living Skills Classes to program participants on a variety of topics (cooking, nutrition, daily hygiene, transportation, resume writing, interviewing for a job, maintaining a job, etc). Amber takes participants into the community to help them apply for jobs, money management, check out apartments, check out colleges and vocational schools, opening a bank account, setting up utilities, etc. Amber works one on one with participants in developing their monthly budgets, checking their credit reports, providing and connecting with tutors, connecting them with mentors, etc. It should also be noted that Amber often thinks "outside the box" and will engage in and provide opportunities and activities for participants that aren't your typical "case management" services such as teaching young women self-defense, hosting a "pamper yourself" day with the women in the program where they receive

manicures, pedicures and get their hair done. Amber will be the first to take a young women shopping for her prom dress or to pick out her senior pictures. Amber truly inspires others to think creatively. As the primary administrator of the SEEDS TLP program, I have received numerous compliments from program participants about their appreciation for Amber and her willingness to think outside the box and engage them in ways they've never experienced before.

3.4. Describe what the nominee tracks with each program participant to know they are doing high quality work - i.e. quality indicators, services data (15 possible points):

Amber is responsible for documenting her interactions with participants in ETO as Participant Efforts. Part of her documentation under participant efforts include discussions around Amber eliciting feedback from participants about their perception of how things are going, what is working well and what areas need improvement. Amber takes her role seriously and wants to be the best she can for those she works with. She is also responsible for weekly reports to monitor ongoing progress as well as monthly reports that summarize the past 30 days of services and goals.

1.95% Young adults will demonstrate an increase in their knowledge of independent living skills necessary to become self-sufficient.

a.Indicator - # and % of participants who increase life skills

Source(s) of data – Ansell-Casey Life Skills Assessment Pre & Post scores entered into the SEEDS Community Integration and Discharge Summary at time of discharge. ETO Participant Efforts regarding attendance and level of engagement at weekly Independent Living Skills classes.

2.65% of Young adults will meet their educational attainment goals at time of discharge.

a.Indicator - # and % of participants who achieve their high school diploma or GED

Source(s) of data – Education Status at time of discharge as documented on the SEEDS Community Integration and Discharge Summary

3.85% Young Adults receiving income will have an established checking or saving account at time of discharge from SEEDS TLP.

a.Indicator - # and % of participants who open and/or maintain a bank account.

Source(s) of data – Information concerning youth having established a checking/savings account at time of discharge. Entered into the SEEDS Community Integration and Discharge Summary at time of discharge.

4.85% Young adults discharging from SEEDS TLP who have identified securing employment as a goal will be employed during program participation.

a.Indicator - # and % of unemployed or underemployed participants who find and start jobs.

Source(s) of data - Employment status as entered into the weekly summary, 30 Day Independent Living Plan & SEEDS Community Integration and Discharge Summary at time of discharge.

5.95% of young adults meet one or more of their self-determined goals during program participation. (Level of Progress made for each goal directed objective documented on the SEEDS - Independent Living Plan)

a.Indicator - # and % of participants to reach at least one self-determined goal

Source(s) of data – Level of Progress made for each goal directed objective documented on the SEEDS - Independent Living Plan Assessment

6.85% of Participants will make progress toward financial stability goals

a.Indicator - # and % of participants who create a budget

Source(s) of data –Budget completed by youth put in file and noted in ETO

3.5. Describe what data the nominee tracks with each program participant to know they are successful – i.e., being effective, outcomes data (20 possible points)

Amber is responsible for completing individual and multiple participant efforts as these interactions and services occur. Amber is responsible for completing weekly summaries of progress as well as reviewing & updating the independent living plan. Lastly, she is responsible for completion of the participant's Community Integration & Discharge Plan. The weekly summaries & independent living plan are built as assessments within the ETO Database System and they obtain the data regarding participants' involvement, level of engagement & progress in their educational plan, employment status or efforts to secure employment, daily independent living skills (hygiene, social skills, utilization of community resources, apartment maintenance, etc), community service, securing needed identification (i.e. birth certificate, social security card, state ID, drivers license) participation in community based services such as therapy, group counseling, etc; any behavioral concerns, participation in independent living skills classes, money management and budgeting, etc. These are tracked on a weekly basis using the weekly summary assessment in ETO. Additionally, every 30 days this data is reviewed with the young adult and documented within the ETO Assessment Independent Living Plan using a Likert Scale to determine progress as well as a narrative section for more qualitative information. The Community Integration & Discharge Plan captures the overall progress, outcomes & goals achieved by the program participant throughout the duration of their participation in SEEDS Transitional Living Program

TLC for Children and Families Inc.
Supporting Education Empowerment Development & Self-Sufficiency (SEEDS) TLP
Case Coordinator Outcome Results
 January 1st 2010 – October 31st 2010

Output Results*

Case Coordinator: Amber Grossenbacher
Number of Efforts Completed in Date Range: 693
Total Time Documented: 566 hours and 6 minutes
Total Number of Efforts Documented Teaching Independent Living Skills: 468

Outcome Results*

January 2010 - October 2010 Aggregate Outcome Results			
Outcome	Amber's Case Load	Other	Overarching Program Results
95% Young adults discharging from SEEDS TLP will demonstrated and increase in their Ansell Casey Life Skill Assessment	100.00%	88.89%	93.75%
75% Young adults will meet their individualized residency goal upon discharging from SEEDS TLP	60%	52.63%	55.88%
85% of Young Adults receiving income will have an established checking or saving account at time of discharge from SEEDS TLP	100%	100%	100%
85% of young adults discharging from SEEDS TLP who have identified securing employment as a goal will be employed during program participation.	85.71%	80%	75%

* Data for the report was aggregated utilizing information entered in the time frame into TLC's client database, Efforts to Outcomes (ETO). This report was developed using this data by TLC's ETO administrator and Sr. Director of Quality Assurance and Compliance, Sara J. Nagel, MSW.