

## What is the purpose of HFA Family Goals?

Setting and achieving family goals builds a family's resilience and promotes protective factors. The process of setting and accomplishing goals is family-driven, and the process is more important than the product. Goal setting is a powerful activity for parents. When the process is repeated often enough, it builds motivation and increases self-confidence and self-determination. For many, it becomes an internalized and life-long process. That said, it is initially a new process for many families, making the encouragement of the FSS very important.

The purpose of the Family Goal process is to amplify parents' problem-solving skills, support their ability to develop and implement options to improve their situation, and celebrate with them their successes in achieving goals and objectives. The Family Goal Process allows Family Support Specialists to:

- offer the concept that change can happen and the family can have an impact creating their future.
- help the family identify what they want to accomplish and the mechanism(s) by which the FSS can assist
- develop opportunities for the family to experience success.
- assist the family to identify and acknowledge their strengths.
- celebrate success with the family!

## What is the Supervisor's Role in Supporting Goal Setting and Achievement?

In order to support growth in families and ensure success, **Supervisors** support and collaborate with FSSs throughout the goal process.

- Ensure the goals for families are current and the goal is what the parent wants for themselves and their family
- Brainstorm any barriers faced in developing goals with families
- Review the progress families are making towards the achievement of their goals
- Discuss how to address challenges to achieving goals
- Identify when steps and goals are accomplished and celebrated

# HFA Supervisors Supporting *family goals*

## Questions to use in Supervision to Support Family Goals

The following table provides ways in which Supervisors and FSSs can collaborate on Family Goals along with open-ended questions Supervisors can use to support the FSSs use of goals with families. Many of these questions are all written as Problem Talk Questions to support your use of the HFA Reflective Strategies.



**Ensure the goals for families are current and the goal is what the parent wants for themselves and their family.**

- What has the FSS heard or learned from the parents related to their dreams and wishes?
- How does the FSS plan to introduce the goal setting process based on what they know about the family? What other words besides “goal” can be used?
- How is the FSS supporting the family to decide what they truly want as their goal rather than trying to lead the family toward something the FSS wants?
- How might Family Values, What I’d Like for My Child, or other activities help the parent identify potential goals?
- What are ways the FSS can help the parent identify the goal they want to focus on first such as the use of scaling (on a scale of 1 to 10...)?
- Brainstorm any barriers faced in developing goals with families



**When family goals are not progressing, how can the FSS explore this with the parent?**

- How can the FSS use Problem Talk to support parents and identify alternative strategies or any adjustments needed to be made to the goal?
- How might the FSS routinely explore potential barriers to achieving goals?



**Review the progress families are making towards the achievement of their goals**

- In relation to time frames, how were the due dates for each step and the overall goal completion date determined?
- How will the FSS assist parents in developing or refining, if needed, the small steps to achieve their goal?
- How will the FSS follow up on the goal in subsequent visits?



**Discuss how to address challenges to achieving goals**

- Sometimes goals become a challenge because they are too broad in scope or timeframe, how will the FSS support the parent to develop a very specific, measurable, and achievable goal?
- What challenges have been identified by the FSS?
- What Reflective Strategy would the FSS like to use to address the challenge? What are other ways to address the challenge with the parent?



**Identify when steps and goals are accomplished and celebrated**

- What have you been able to celebrate with the parent already?
- What does the FSS think will help the parent enjoy the goal process?
- What does the FSS want to acknowledge with the parent along the way?
- What else can be celebrated?
- How will you celebrate with families?