# ‘Results are in! Changing motivations for sustained impact

Evaluation of Anchor’s Supporting Transitions program

# Anchor Community Care and Supporting Transitions Program

Heidi Tucker

CEO – Anchor Community Care Ltd

# Anchor’s Vision

Every child, young person and family can overcome disadvantage and achieve their full potential.

# About Anchor...

- A proud history of serving Melbourne's east for over 45 years.
- Services include Foster Care, Kinship Care, Youth Development and Homelessness Support.
- Our work is underpinned by Developmental Theory, Trauma Informed practices, Advantaged Thinking and Self-Determination Theory.
- Our experiences leading the Brighter Futures project has resulted in widespread practice change across our core services.

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# About the program…

- Young people ready to exit residential care at age 16+ who can benefit from a program that develops independence and prepares them to leave statutory care at 18.
- Clients live in self-contained one or more-bedroom accommodation.
- Close to amenities with staff located close by and a youth mentor living on site in their own accommodation.
- Targeted Care Packages as the funding stream (based on individual needs).
- The program is based on the frameworks of:
  - Housing First,
  - Intensive Case Management with a focus on the young person directing their own care,
  - Advantaged Thinking, and
  - Self Determination Theory supported by Shayne Hood a consultant engaged by Anchor.
- Growing significantly.  Now in 3 locations.
- Further expansion will be driven by property acquisition (Anchor owned, public housing, or private accommodations).

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# How does it work?

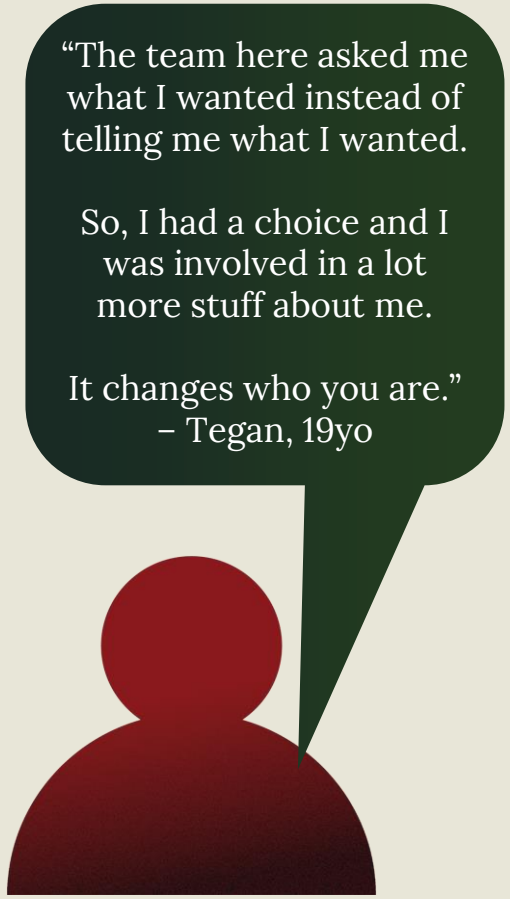
**Clients feel Safe**
Clients feel safe in their own private accommodation for up to 2 years.

**Strengths are aligned to goals**
Advantaged Thinking approach to program design aligns client's strengths with their goals.

**Empowered and in control**
We empower clients to make their own good choices, so they are in control of their own life decisions.

**Increased resilience**
Clients learn how to problem-solve, manage risks and difficult environments through increased resiliency.

**Strengthens service linkages**
The program provides a strong link between residential care and other leaving care services such as Better Futures and Home Stretch.



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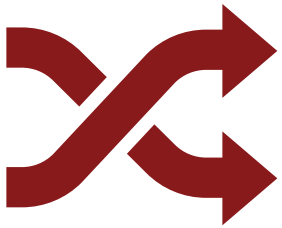
# Evaluation Methodology

Avi Macmull

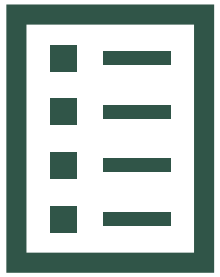
Quality & Evaluation Lead

# Methodology

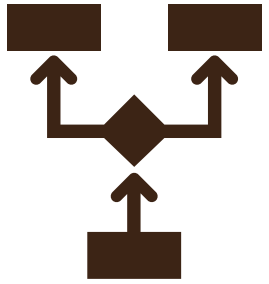
**Concept 1:**
**Mixed Methods**



**Concept 2:**
**Anchor's Outcome & Impact Framework**

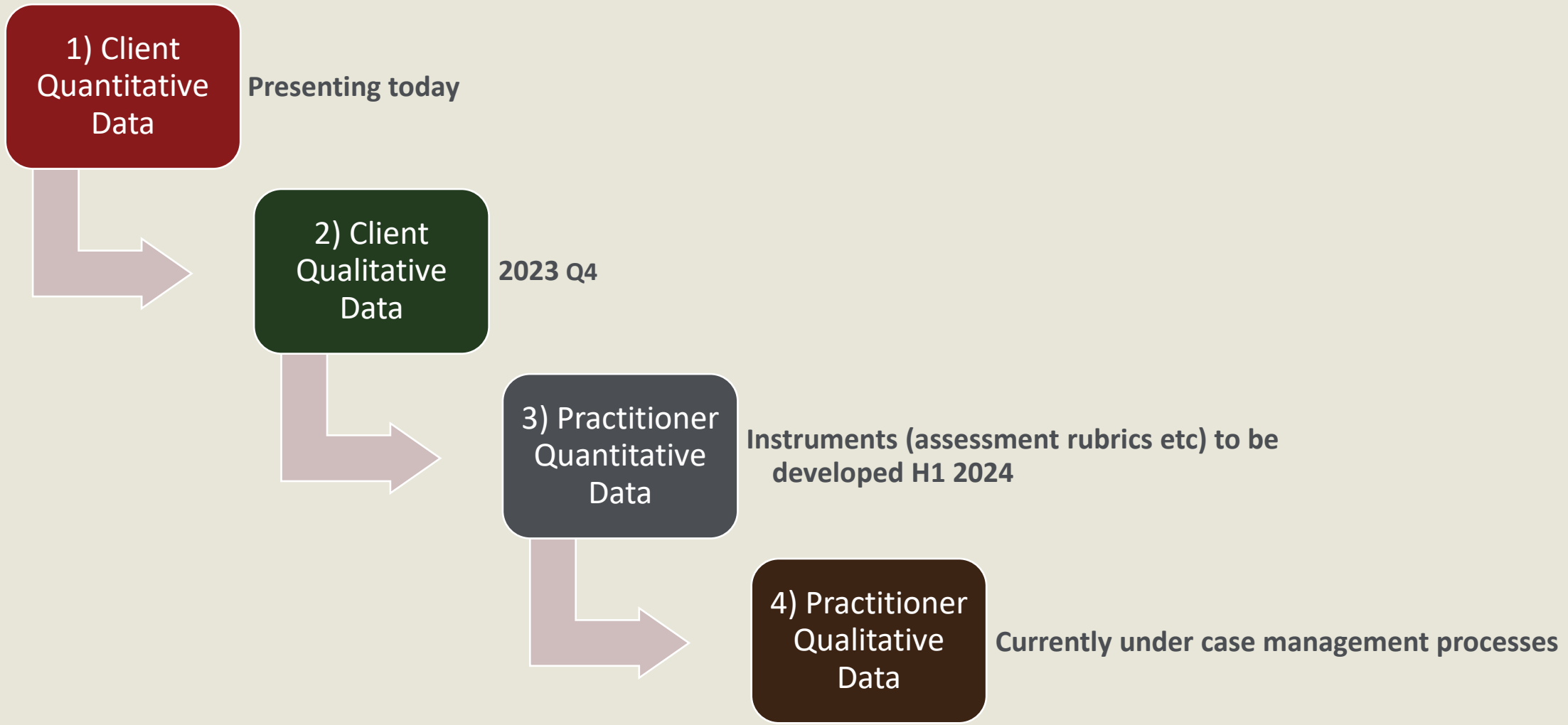


**Concept 3:**
**Design & Evaluation Theory**



**Concept 4:**
**Self-Determination Theory**

# Concept 1 – Mixed methods



# Concept 2 - Anchor's Outcomes & Impact Framework

## Domain 1: A safe and stable place

1. Clients are and feel safe
2. Clients are living in a stable and sustainable environment
3. A suitable place is available when it is needed

## Domain 2: Learning, education & employment

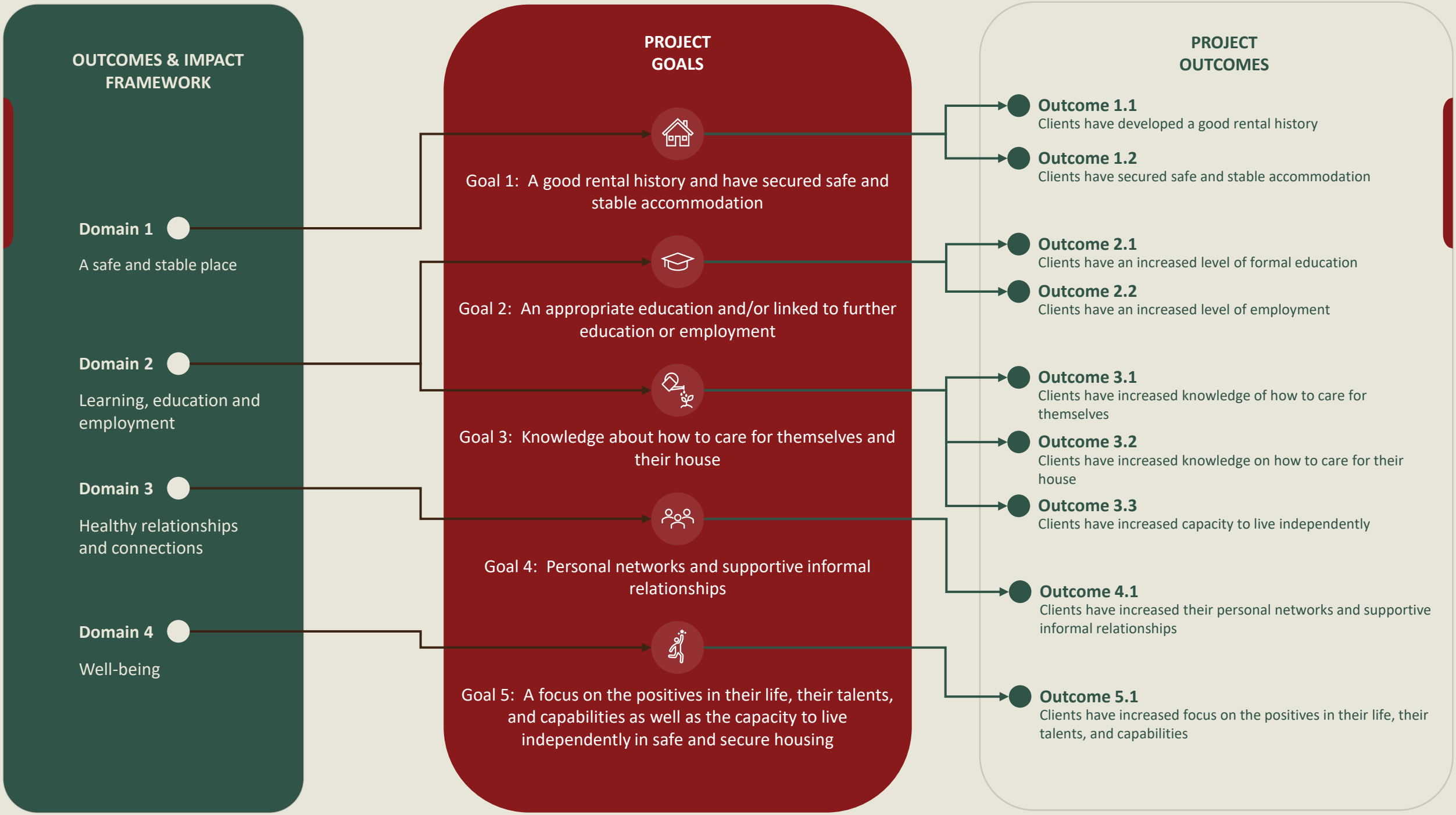
1. Clients are learning and utilising self-care and independent living skills
2. Clients are developing personal skills (social, organisational, problem solving)
3. Clients are participating in education
4. Clients find and retain employment

## Domain 3: Healthy relationships and connections

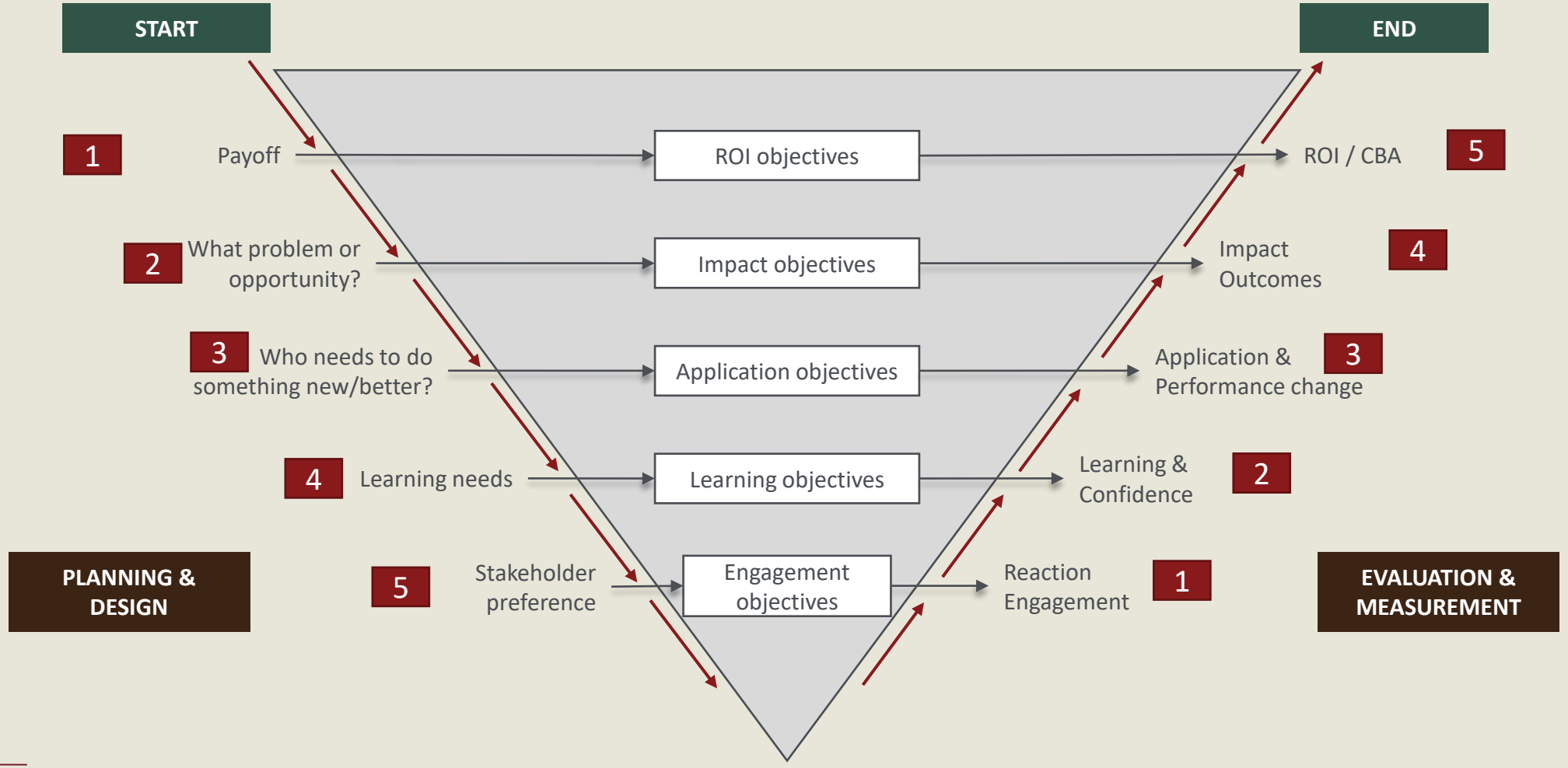
1. Clients know how to ask for help and where to seek it
2. Clients have access to help and assistance when they need it
3. Families reconcile, are reunified, and are sustainable, or permanent care arrangements are put in place
4. Clients have contact and strong support systems and connections from family, friends, community and services

## Domain 4: Well-being

1. Clients are motivated to improve their wellbeing
2. Clients have autonomy to choose and pursue their own life experiences
3. Clients are achieving their developmental milestones, and goal-setting for their preferred paths
4. Clients manage environments that will be detrimental to their wellbeing, and have resiliency to recover from setbacks


OUTCOMES & IMPACT FRAMEWORK
Domain 1
A safe and stable place
Domain 2
Learning, education and employment
Domain 3
Healthy relationships and connections
Domain 4
Well-being
PROJECT GOALS
Goal 1: A good rental history and have secured safe and stable accommodation
Goal 2: An appropriate education and/or linked to further education or employment
Goal 3: Knowledge about how to care for themselves and their house
Goal 4: Personal networks and supportive informal relationships
Goal 5: A focus on the positives in their life, their talents, and capabilities as well as the capacity to live independently in safe and secure housing
PROJECT OUTCOMES
Outcome 1.1
Clients have developed a good rental history
Outcome 1.2
Clients have secured safe and stable accommodation
Outcome 2.1
Clients have an increased level of formal education
Outcome 2.2
Clients have an increased level of employment
Outcome 3.1
Clients have increased knowledge of how to care for themselves
Outcome 3.2
Clients have increased knowledge on how to care for their house
Outcome 3.3
Clients have increased capacity to live independently
Outcome 4.1
Clients have increased their personal networks and supportive informal relationships
Outcome 5.1
Clients have increased focus on the positives in their life, their talents, and capabilities

# Concept 3 - The V-Diagram



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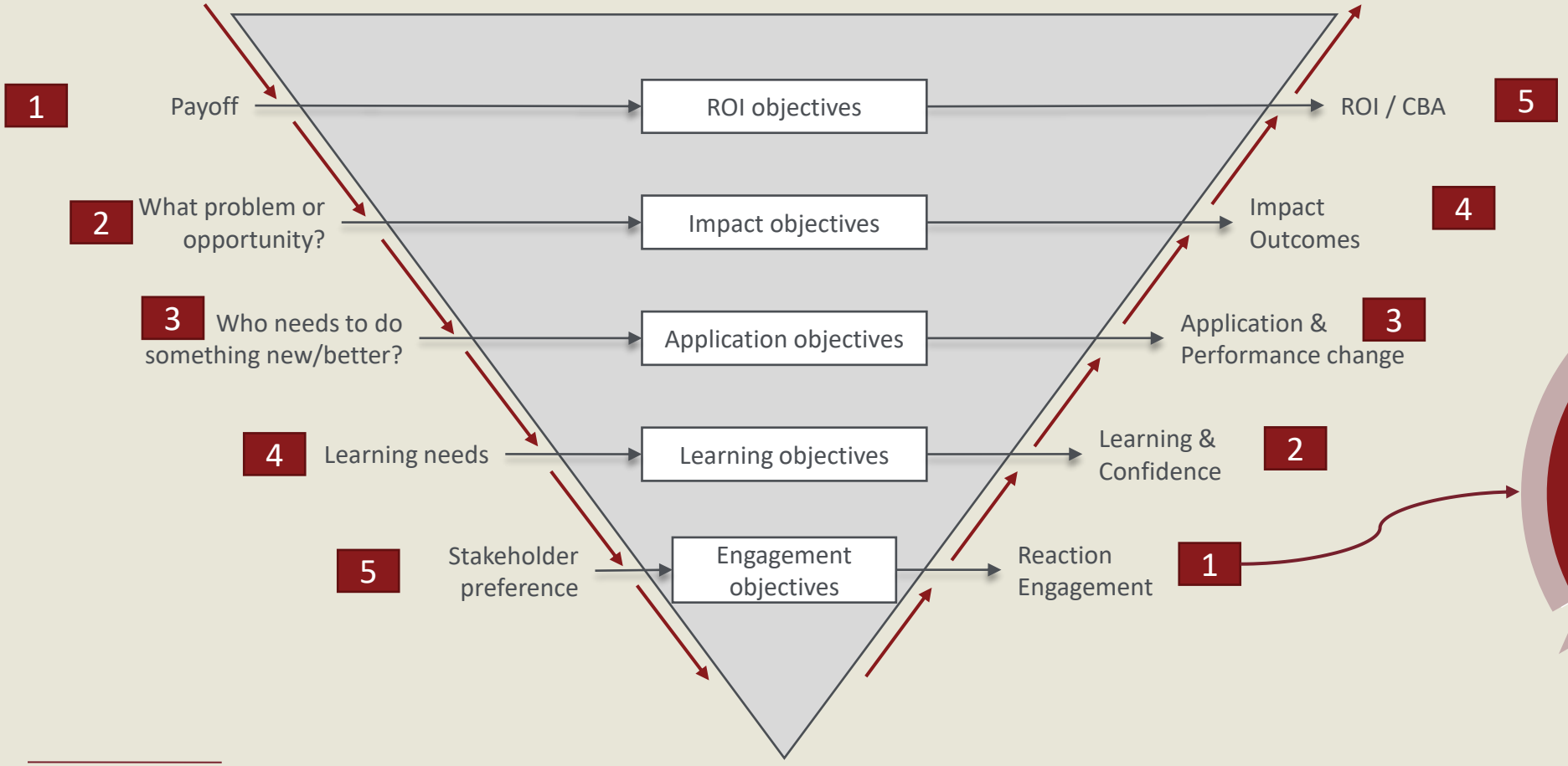

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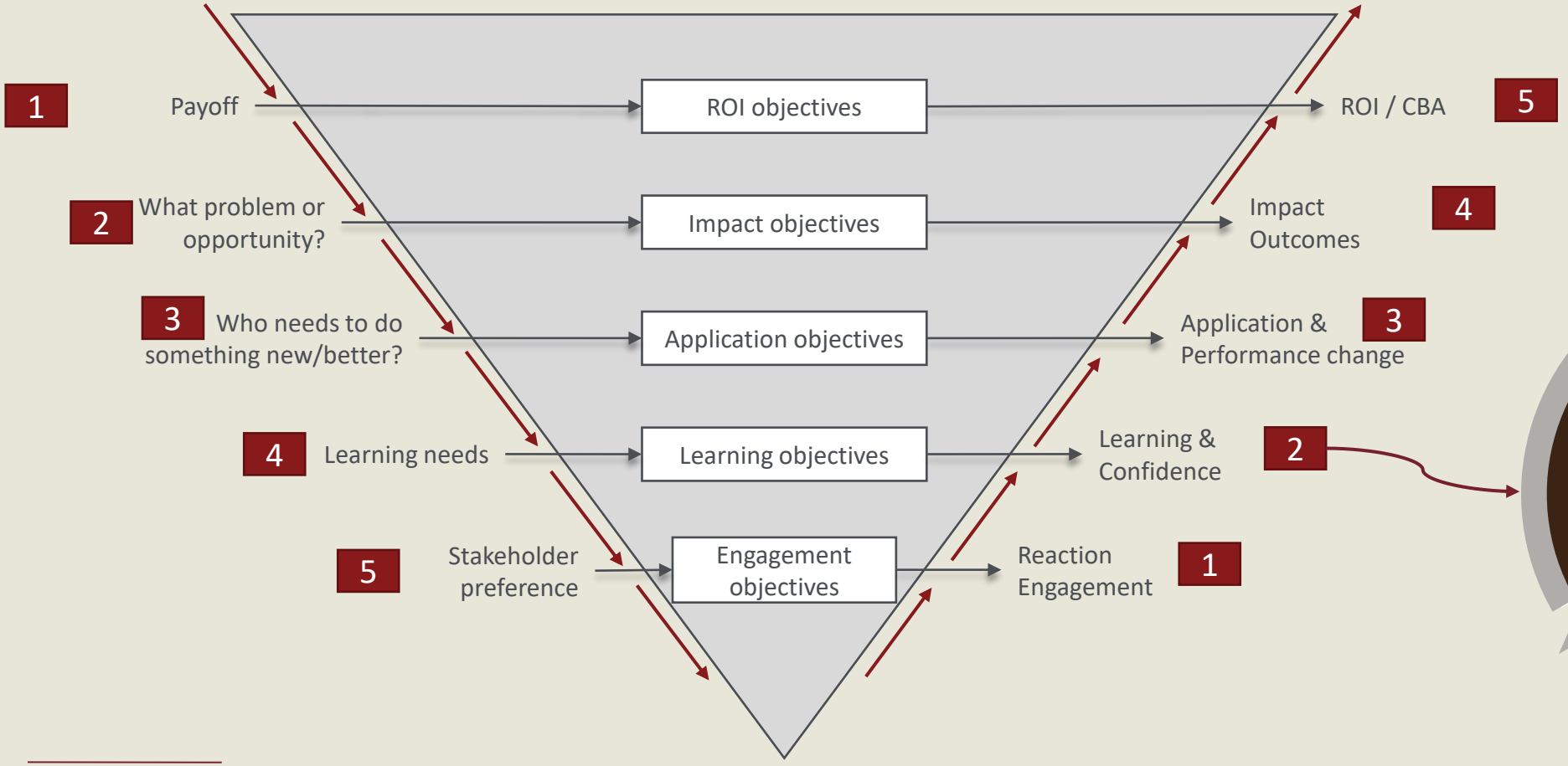

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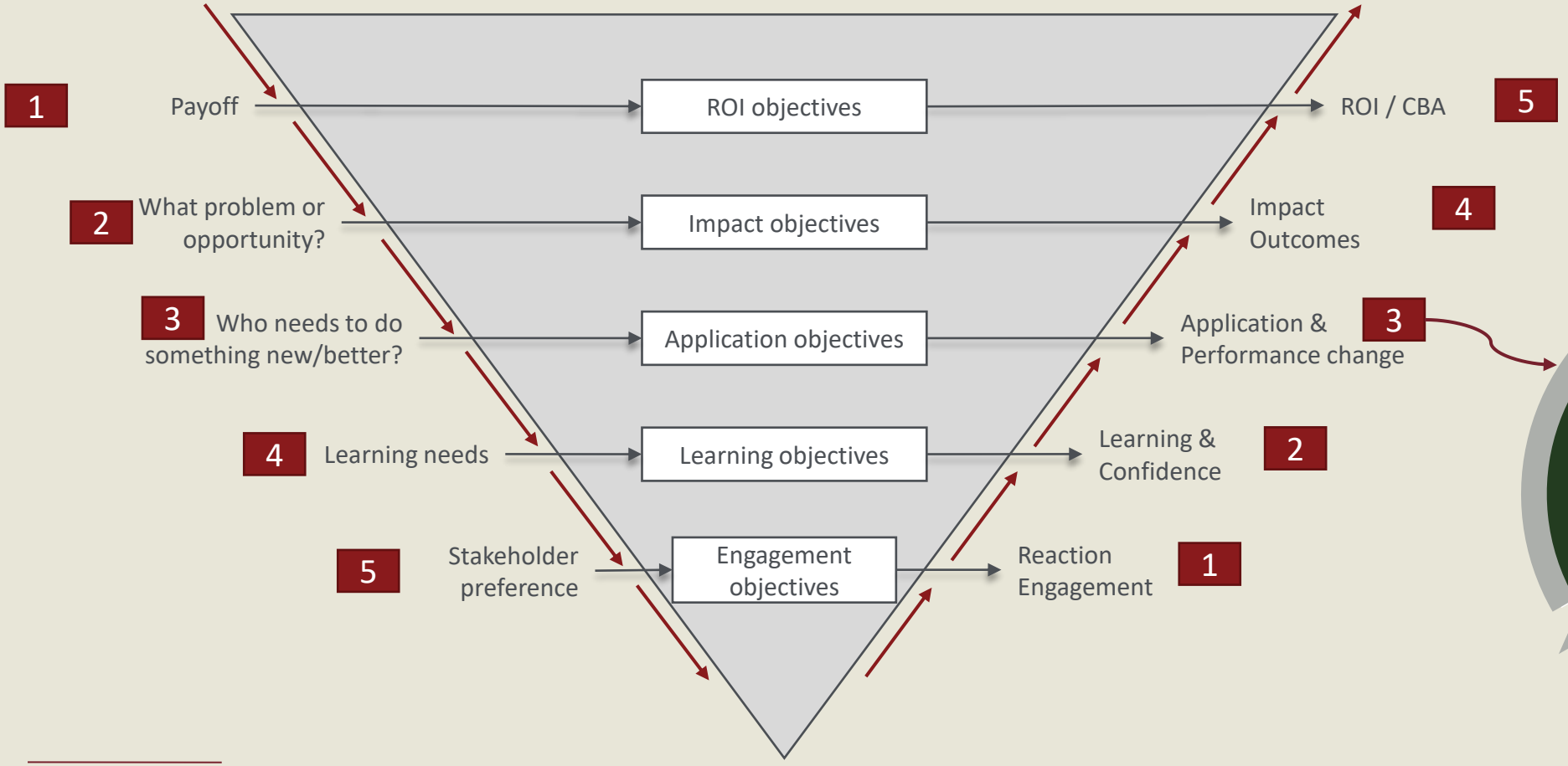


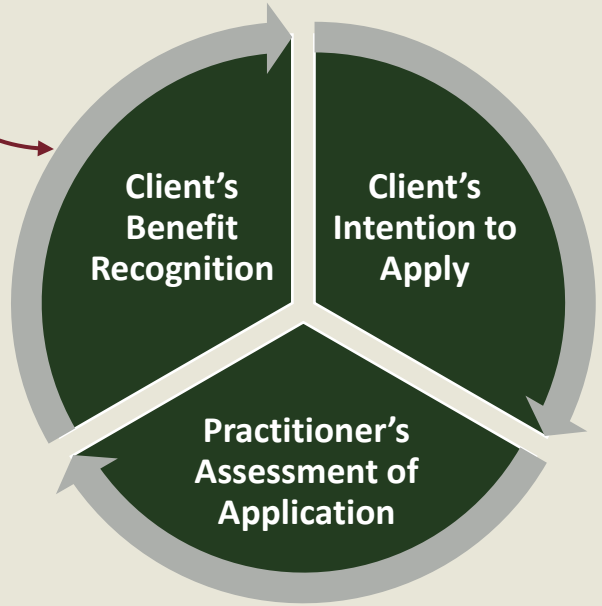


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# Concept 4 - Self-Determination Continuum

**External Regulation**

Very Extrinsic Motivation

"Because my case-worker wants it done"

**Introjected Regulation**

Extrinsic Motivation

"Because I want the case-worker to like me"

**Identified Regulation**

Intrinsic Motivation

"Because it is good for me"

**Intrinsic Regulation**

Very Intrinsic Motivation

"Because I enjoy doing it"

Low Autonomy → High Autonomy (Self-Motivated)

| | | | | | |
|---|---|---|---|---|---|
| **Relative Autonomy Index** | **-2X** External | **-1X** Introjected | **+1X** Identified | **+2X** Intrinsic | = **+ve or -ve** |

Anchor

Ryan, R. M., & Deci, E. L. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. American Psychologist, 55, 68-78.

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# Evaluation Findings

Avi Macmull

Quality & Evaluation Lead

Goal 1: Accommodation

Goal 2: Education and employment

Goal 3: Self-care skills

Goal 4: Networks and relationships

Goal 5: Positivity, capability and independence

Outcome 1.1: Clients have developed a good rental history, combined with
Outcome 1.2: Clients have secured safe and stable accommodation

Goal 1: Accommodation

Goal 2: Education and employment

Goal 3: Self-care skills

Goal 4: Networks and relationships

Goal 5: Positivity, capability and independence

# Outcome 2.1: Clients have an increased level of formal education

Goal 1: Accommodation

Goal 2: Education and employment

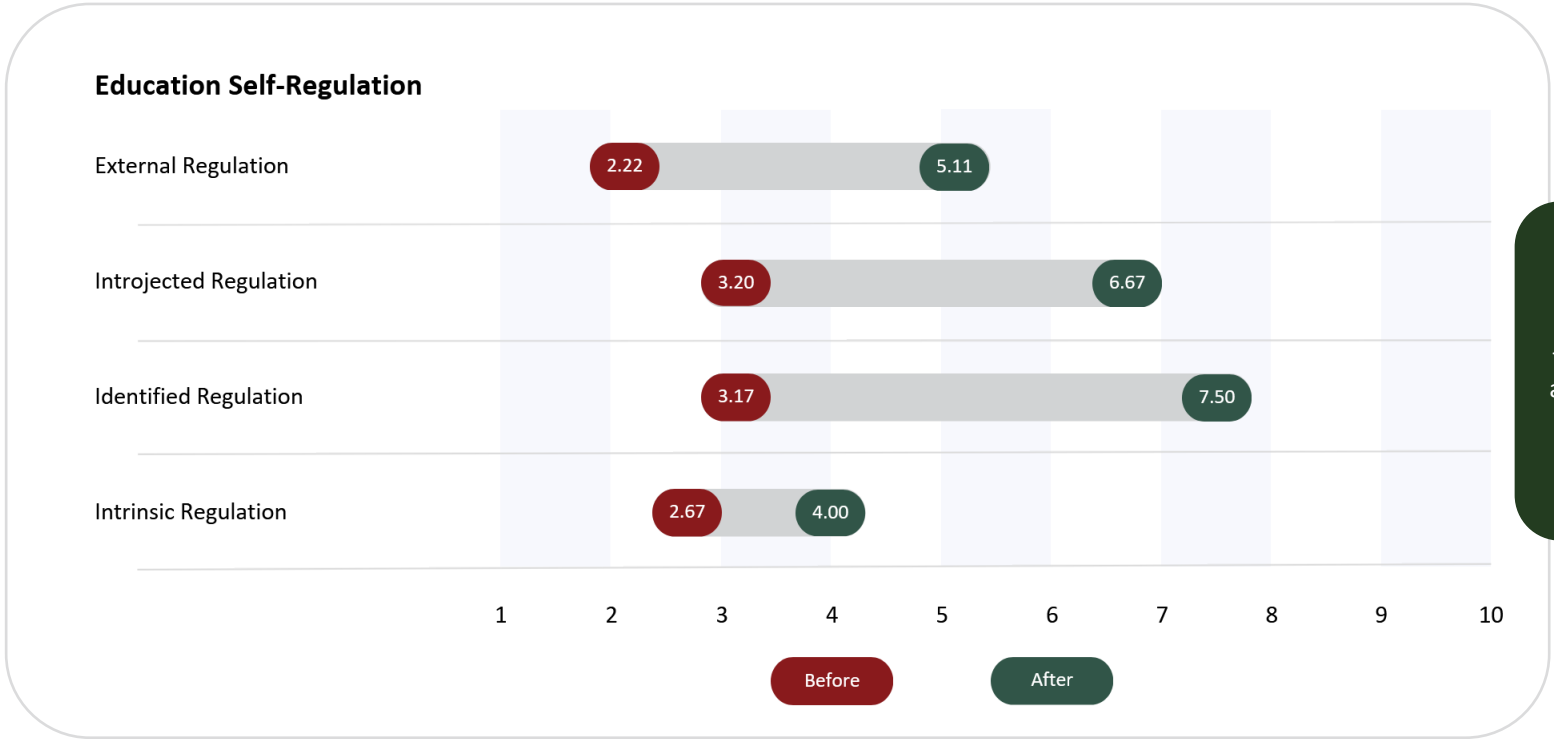
Goal 3: Self-care skills

Goal 4: Networks and relationships

Goal 5: Positivity, capability and independence

## Outcome 2.1: Clients have an increased level of formal education

Self-determination measures




RAI declining slightly (0.43 to -0.69) implying that clients feel less autonomous about their education despite having increased self-motivation

Goal 1: Accommodation

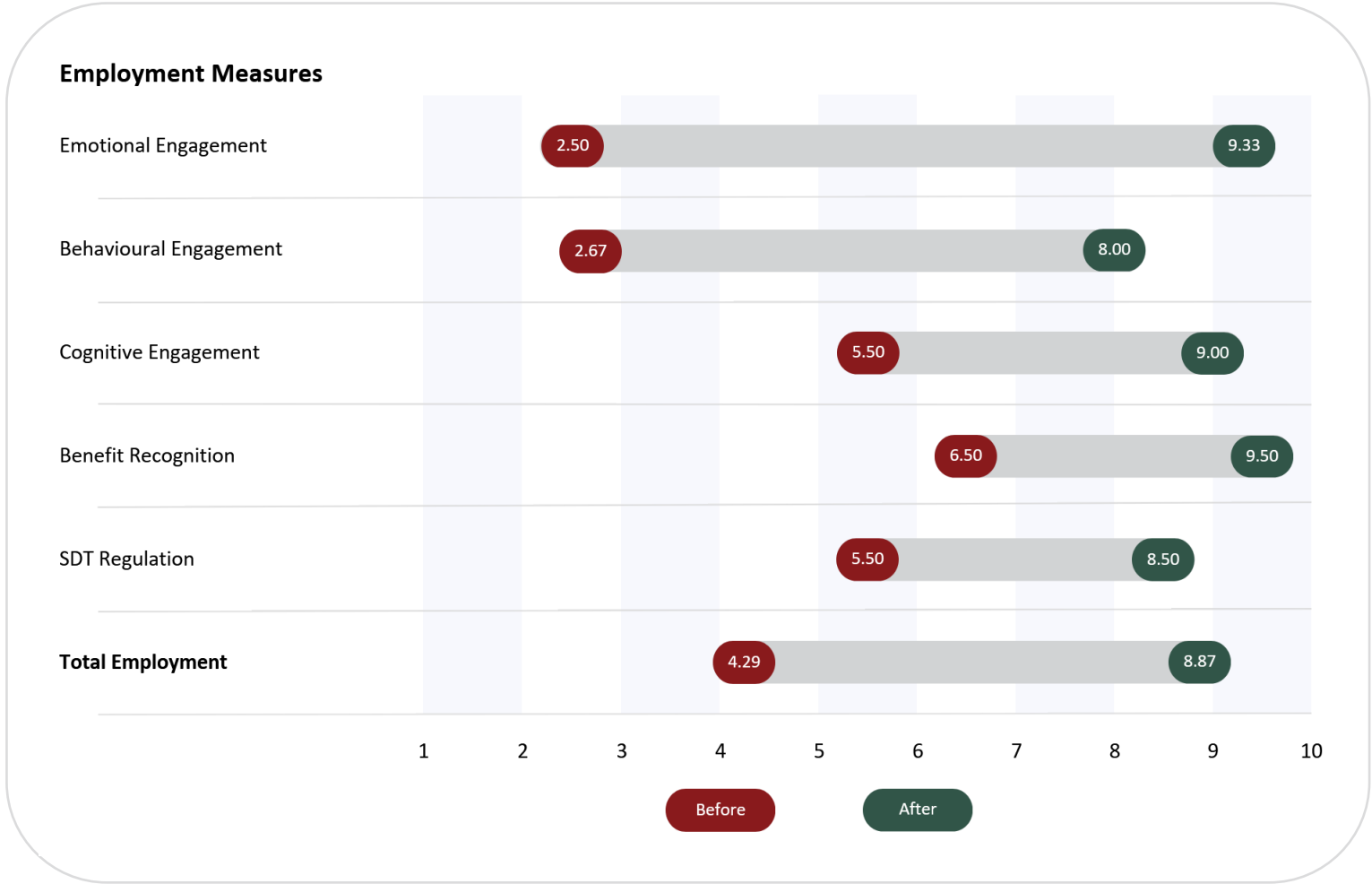
Goal 2: Education and employment

Goal 3: Self-care skills

Goal 4: Networks and relationships

Goal 5: Positivity, capability and independence

# Outcome 2.2: Clients have an increased level of employment



Goal 1: Accommodation

Goal 2: Education and employment

Goal 3: Self-care skills

Goal 4: Networks and relationships

Goal 5: Positivity, capability and independence

## Outcome 2.2: Clients have an increased level of employment

Self-determination measures

RAI increased substantially from 0.31 to 2.64

Goal 1: Accommodation

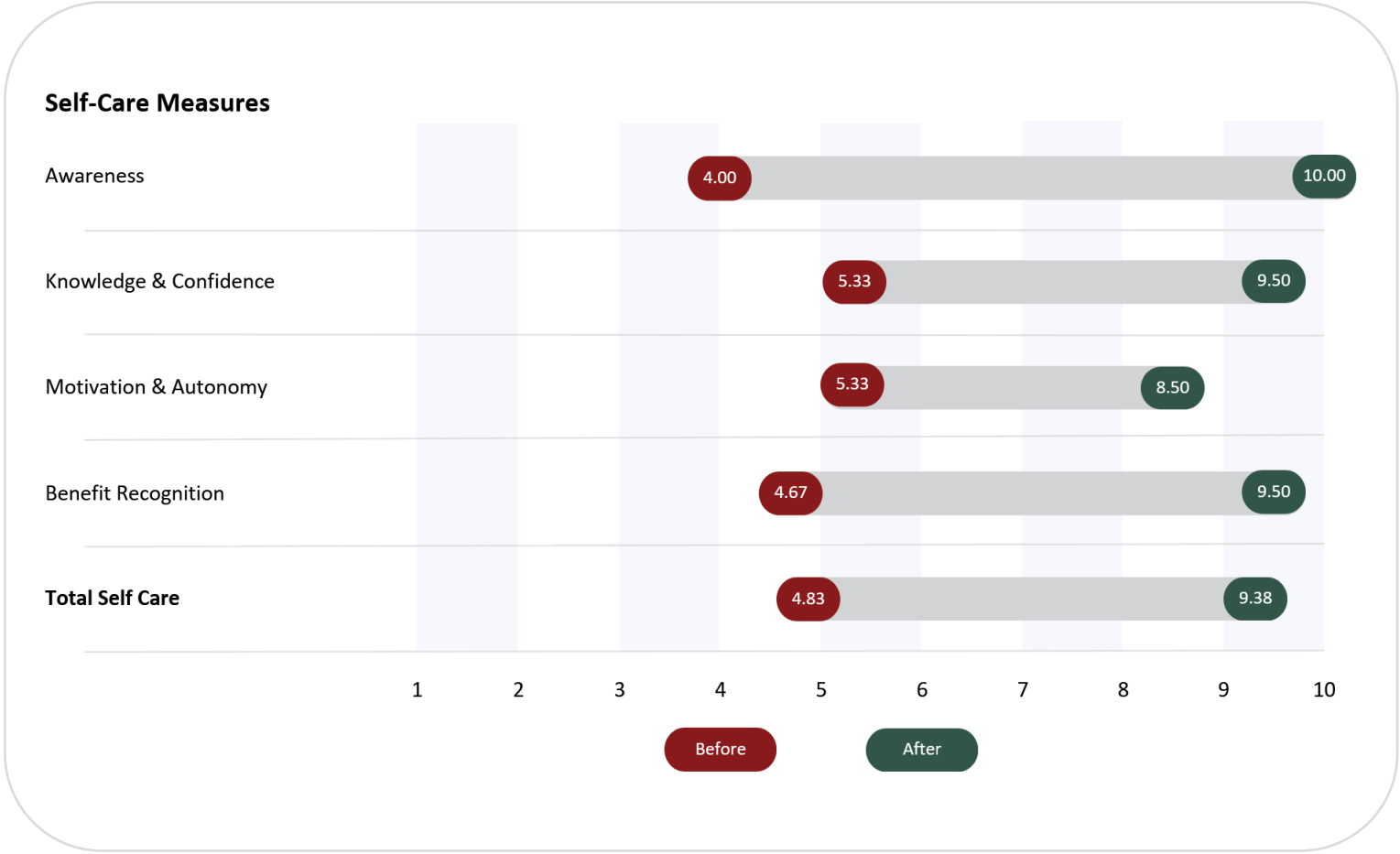
Goal 2: Education and employment

Goal 3: Self-care skills

Goal 4: Networks and relationships

Goal 5: Positivity, capability and independence

## Outcome 3.1: Clients have increased knowledge of how to care for themselves



Goal 1: Accommodation

Goal 2: Education and employment

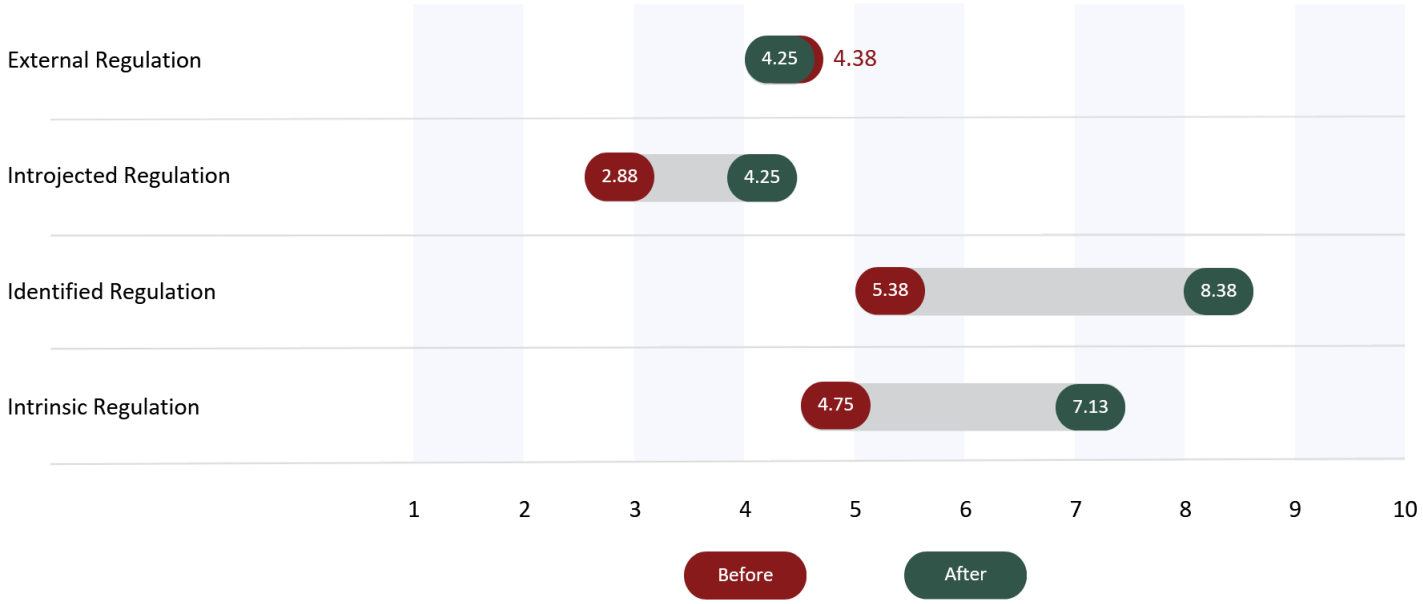
Goal 3: Self-care skills

Goal 4: Networks and relationships

Goal 5: Positivity, capability and independence

## Outcome 3.1: Clients have increased knowledge of how to care for themselves

Self-determination measures




RAI increased substantially from 1.63 to 4.94

Goal 1: Accommodation

Goal 2: Education and employment

Goal 3: Self-care skills

Goal 4: Networks and relationships

Goal 5: Positivity, capability and independence

## Outcome 3.2: Clients have increased knowledge on how to care for their house

Goal 1: Accommodation

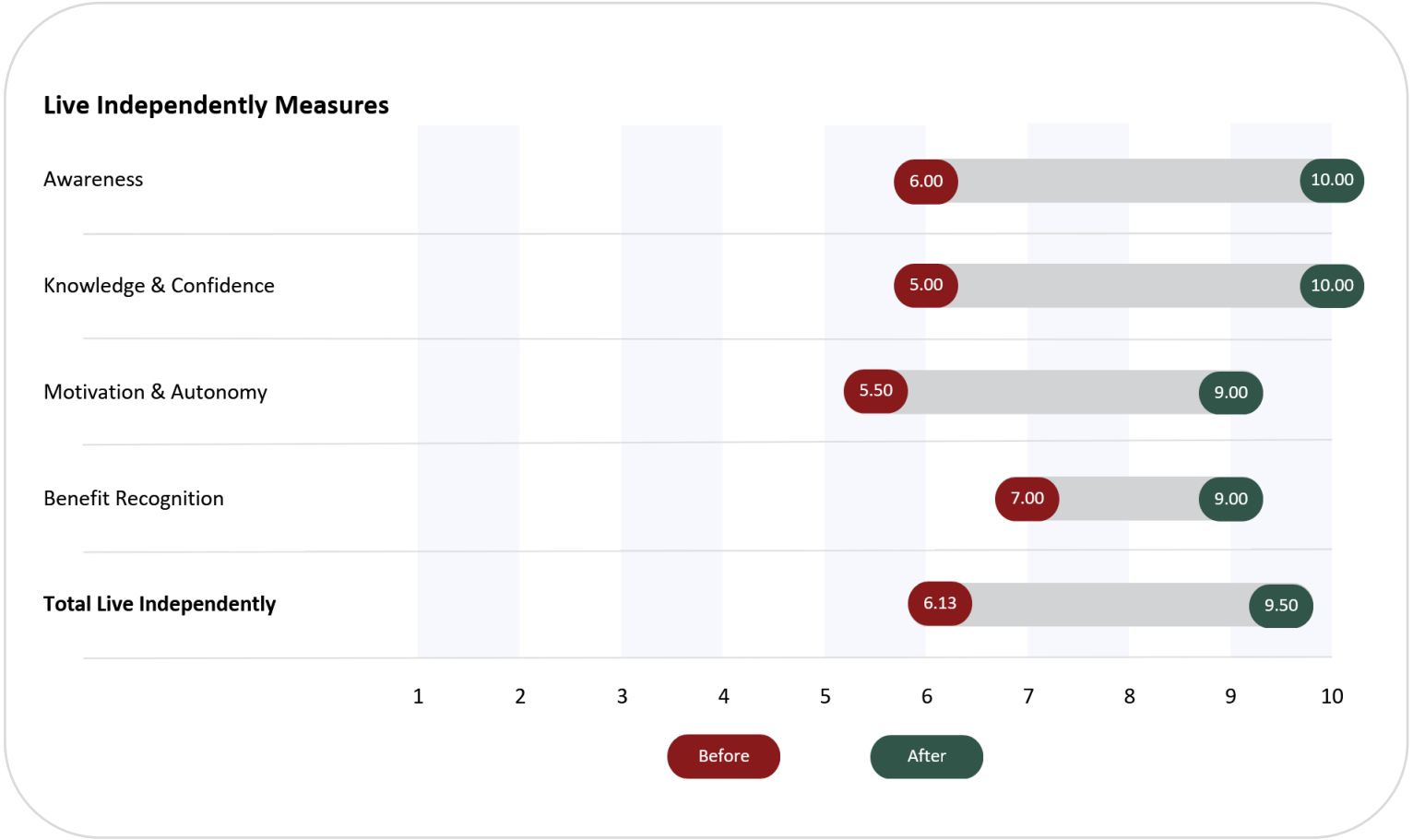
Goal 2: Education and employment

Goal 3: Self-care skills

Goal 4: Networks and relationships

Goal 5: Positivity, capability and independence

## Outcome 3.3: Clients have increased capacity to live independently



Goal 1: Accommodation

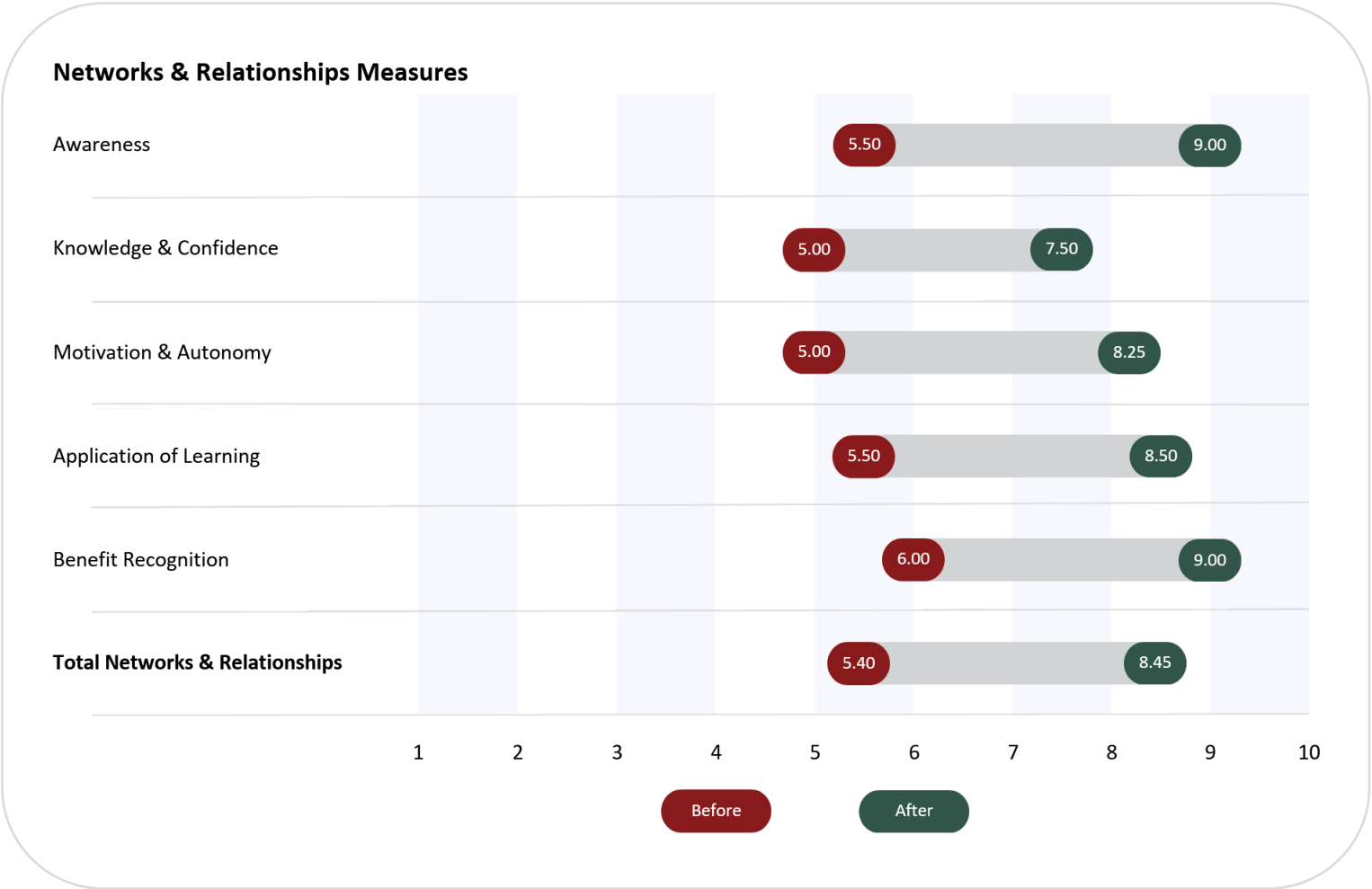
Goal 2: Education and employment

Goal 3: Self-care skills

Goal 4: Networks and relationships

Goal 5: Positivity, capability and independence

## Outcome 4.1: Clients have increased their personal networks and supportive informal relationships



Goal 1: Accommodation

Goal 2: Education and employment

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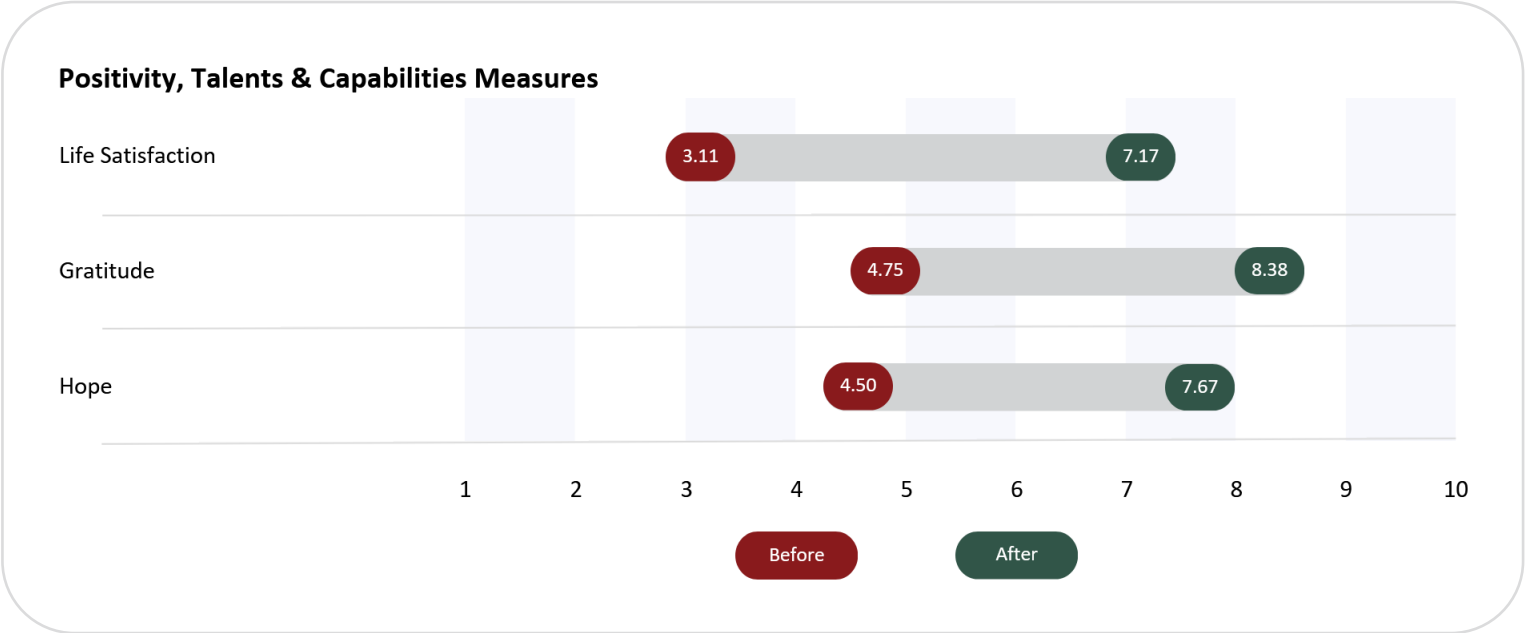
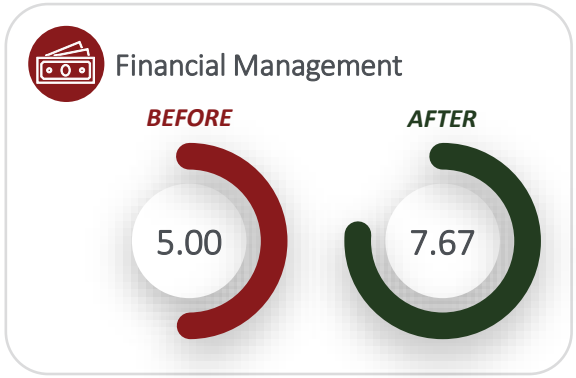
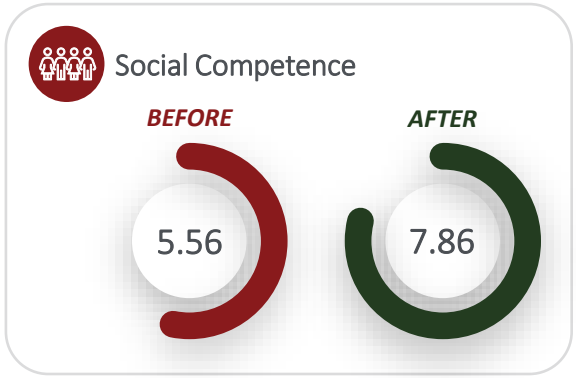
## Outcome 5.1: Clients have increased focus on the positives in their life, their talents, and capabilities

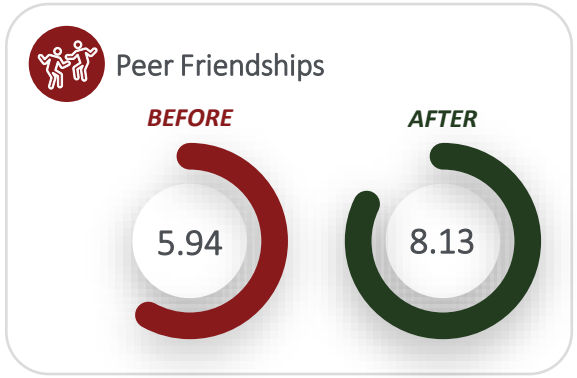


# Summary of indicators

# Additional indicators



# Conclusion

- Growing interest in this program.
- Strong commitment to hearing the voices of young people.
- Accomplishment drives a shift in mindset shift and improves well-being.
- Forecasting that this program creates more sustainable outcomes as young people transition out of statutory care.
- Next for Anchor:
  - Property and TCP funding for program expansion in needed areas.
  - Systematise data collection (integrate with “curriculum”, not retrospective), and triangulation.

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# Connect with us

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