

# CDI Newsletter



Meeting needs, making changes, improving outcomes

September 2011, Volume 5, Issue 7

## Inside this Issue:

Introduction	1
A Fond Farewell	1
A Safe & Healthy Place	2
Restorative Practice	2
Certificate in Community Coaching	3
CDI Workbook	4
Lunchtime Seminar	4

## CDI's New Website

CDI would like to invite you to visit our new website. You can now view a 5 minute DVD of our programmes online. Also available to download are conference reports; summary DVD's of 'The Story So Far' seminar along with a DVD of the address by the President of Ireland, Mary McAleese.

[www.twcdi.ie](http://www.twcdi.ie)

### Lunchtime Seminar

September 29<sup>th</sup>, 12pm-2pm  
RUA RED

**'Making Tallaght West a Restorative Community'**,

*Facilitated by*

*Claire Casey, CDI and Sonja Delaney, Fettercairn Youth & Community Centre.*

For more information go to page 4

## Introduction:

With the summer months over, we are all gearing up for the academic year ahead, with referrals rolling in, programmes getting scheduled and diaries filling up with the rapidity of a monsoon reservoir!

It's been some years since I experienced the lull of the summer months. The time when the school break offered us the opportunity to take stock, clear the desk and possibly even read a bit, are a dim and distant memory. For CDI, the summer of 2011 has been as busy as ever, as we considered the learning from the past three years of implementation, planned for the delivery of training and programmes this month, and also began to plan for the next phase of CDI's work.

Over the coming four months, we will receive the evaluation reports from eight independent evaluations. This is hugely exciting for all involved, and we are carefully considering how we share the learning, extract the key themes and ensure that the reports are utilised effectively, in order to improve our understanding of how to achieve improved outcomes for children and families. This is a significant piece of work, but a critical process, to maximise the learning from the delivery of evidence informed programmes, and acknowledge the contributions made by so many organisations and individuals here in Tallaght West.

We look forward to sharing with you those plans and the content of the reports over the coming months. In the meantime, we welcome the re-commencement of services and programmes, and hope you are all feeling refreshed, revived and energised for the months ahead!

Marian  
CEO

## A Fond Farewell!



CDI is very sad to say goodbye to Aileen Murphy, one of CDI's Quality Specialists, who had responsibility for the development and implementation of both Doodle Den and Mate-Tricks.

Aileen has been a very valued member of the CDI staff team over the past 5 years and has played an important role in the overall development of CDI's work, in particular supporting the development of the two after schools programme. She has shown total commitment and brought great skills, knowledge and expertise to the work.

Aileen has taken up the post of Service Design and Development Facilitator in Barnardos and will be greatly missed. We wish her all the best as she moves on to take on new challenges.

## A Safe and Healthy Place

Members of the Safe & Healthy Place (S&HP) Committee have been assisting local residents in Mac Uilliam to organise a community celebration of the new Multi-Use Gaming Area (MUGA) that has been installed in Mac Uilliam Park. This is the first structured play area developed for young people in the estate and it is to the credit of South Dublin County Council that they have responded to the needs expressed by residents for play space by prioritising getting this facility up and running.

The community celebration will take the form of a **Family Fun Day** from **2-4pm on Saturday the 10<sup>th</sup> of September** at the new MUGA. The afternoon's festivities will include games and sports on the new MUGA, bouncy castles, face painting, balloon modelling, a disco and barbeque among other surprise activities. All residents and children living in Mac Uilliam are very welcome.

## Restorative Practice Programme

The Restorative Practice Programme is going from strength to strength, with more and more people and organisations seeking to take on the training as word of how useful it is spreads. The aim of Restorative Practices (RP) is to develop the community to prevent and manage conflict or tensions by building relationships and repairing harm. To date, 551 people from a whole range of organisations and sectors have undertaken the training that CDI has been providing on a monthly basis since July 2010.

The training is for all statutory, voluntary, and community organisations working with children and families in Tallaght West and for residents and young people who live in the areas of Jobstown, Fettercairn, Killinarden and Brookfield. If you are interested in taking part, further information is available from [www.twcdi.ie](http://www.twcdi.ie) or from Joyce Cahill at CDI, phone 01 4940030, or email [joyce@twcdi.ie](mailto:joyce@twcdi.ie). The dates of our upcoming training are as follows. The training is free and it is advisable to book as early as possible as places can be filled very rapidly. (Note: TBC means "To Be Confirmed").

## Restorative Training Schedule September – December 2011

Training	Target Group	Purpose	Dates	Venue
RP Neighbourhoods (1 Day)	Maximum 60 participants from a mixture of statutory, voluntary and community groups, and residents	Participants will gain a thorough understanding of RP principles and how they can be put into practice at community level	27 <sup>th</sup> September	Plaza Hotel
			17 <sup>th</sup> October	TBC
			21 <sup>st</sup> November	TBC
Upskilling Training (2 Days)	Maximum 20 participants who have completed first day and from a mixture of statutory, voluntary and community groups, and residents	With this training, participants will learn how to run restorative circles to build relationships and resolve issues and how to organise conferences to repair broken or damaged relationships	28 <sup>th</sup> & 29 <sup>th</sup> September	TBC
			18 <sup>th</sup> & 19 <sup>th</sup> October	TBC
			22 <sup>nd</sup> & 23 <sup>rd</sup> November	TBC

## Certificate in Community Coaching Training

CDI will run a *Certificate in Community Coaching Programme* commencing week beginning 10<sup>th</sup> 2011. This is aimed at both residents and service providers in the community of Tallaght West.

The *Certificate in Community Coaching* has been developed by the Irish Lifecoach Institute in conjunction with CDI, to enable those living and working in the community to harness the potential that effective coaching offers in developing community spirit and co-operation.

This is a specialist coaching programme built around a core skills module. The programme provides participants with a thorough understanding of the theory and practice of coaching, using a blend of face-to-face and community practice learning methods.

A key benefit of the Certificate programme is the practical focus on 'learning by doing'. The programme emphasises experiential, hands-on, applied learning. We believe you must use the skills to own them. Participants undertake regular coaching sessions with each other, as well as with the course tutor to develop their own coaching expertise. The participants explore ideas and issues with peers, based on their own community and professional experience.

### Unique features and benefits of the *Certificate in Community Coaching Programme*:

- This specialist programme is the only one of its kind in Ireland, incorporating full face-to-face interactive training;
- Programme content and design incorporates the goals/needs identified by CDI and by the participants at the beginning of the course;
- The course content, depth and focus is delivered in such a way as to facilitate the participants' goals;
- This is a unique learning forum where the tutor and trainee establish a personal connection and work together as equals;
- The course style is experiential, with the trainees actively applying what they are learning to their specific work or community situation;
- The course integrates personalised role plays, case discussions, ongoing feedback, support, inquiry, reflection and supportive challenging;
- The trainee obtains a comprehensive resource manual that is meant to be used as an ongoing learning programme/library of information beyond the course;
- Participants receive one-to-one mentoring and support during the training as they apply in real-time the knowledge, skills and resources from the training.

### ***At the end of the training period, participants will:***

- Have a practical understanding of the main coaching models and their relevance in a community context;
- Demonstrate an understanding that effective coaching is situational and involves adaptation to a variety of styles;
- Have a greater understanding of the psychology of success i.e. the habits of personal effectiveness;
- Demonstrate newly developed coaching skills to enhance their own effectiveness and performance within the community context;
- Have improved interpersonal communication skills to enhance their work and personal relationships;
- Have greater self awareness, leading to increased confidence and a positive outlook towards themselves, personally and professionally;
- Possess skills and capacities to positively manage change in all areas of work and to manage resistance within the community context;
- Have a more focused approach to developing strategies, aimed at more effective and accelerated action;
- Have an ability to assist others in recognising, adjusting to and managing resistance in its various forms.

The course will be run over 16 weeks, on one evening/morning per week. Application forms are available on our website under the programmes section/quality enhancement programme.

For further information please contact Paula on 01 4940030 or email [paula@twcdi.ie](mailto:paula@twcdi.ie)

*"The Coaching Course was very enlightening. It was very positive in that it is about helping people reach their potential and find success. As a group we worked well together as people were honest with each other and themselves. The course has also been useful for me in my work as there was a great focus on planning a way forward in situations and finding solutions to problems."*

Tonv Shaw. South Dublin County Council.



## CDI Workbook: Quality Services, Better Outcomes: A Framework for Achieving Outcomes

### Overview:

Supporting services to deliver evidenced-based, manualised programmes requires the development of structures and frameworks to ensure programmes are delivered as intended. Over the past four years, CDI has supported the implementation of evidence-based, manualised programmes.

This Workbook describes key processes relating to practice, organisational culture and systems change that support the implementation of evidence-based and evidence-informed programmes and practices. It addresses some fundamental areas in relation to monitoring and evaluation as a way of determining whether an intervention was effective or not. In effect, this Workbook hopes to explain the 'what', 'why', 'how' and 'did we?' of evidence-based practice. The Workbook is intended to provide readers with a comprehensive introduction to both the shared language and concepts underpinning the science and practice of implementation. It complements the 'What Works Process' guide published by the Centre for Effective Services (CES, 2011) which supports services in assessing how effective they are in improving outcomes for children and helps them to think about what works. We very much see these two publications as complementary.

The Workbook was launched by **Joan Burton, TD, Minister for Social Protection** at the CDI Quality Services, Better Outcomes Conference which took place on September 7<sup>th</sup> in the Irish Law Society, Blackhall Place. The Workbook is also available to download at [www.twcdi.ie/publications](http://www.twcdi.ie/publications) or you can send a stamped address envelope to The Childhood Development Initiative, St Mark's Family and Youth Centre, Cookstown Road, Fettercairn, Co Dublin 24.

### Lunchtime Seminar

**September 29<sup>th</sup>**, 12pm-2pm, RUA RED

**'Making Tallaght West A Restorative Community':** Facilitators, Claire Casey, Jean Gilmore, Stephen Hunter and Michelle Stowe

This seminar will discuss the work CDI has been doing to make Tallaght West a Restorative Community. Restorative Practice (RP) is an approach which focuses on people learning to be explicit about their work, taking responsibility for their practice, and developing skills to challenge and support each other in the implementation of best practices. It provides people with simple and effective techniques for developing and maintaining relationships and for resolving conflict.

Claire Casey, Community Engagement Coordinator with CDI, will explain CDI's programme of RP training and support and the benefits that using RP can bring to the home, workplace and community.

Jean Gilmore, Coordinator of the St. Marks & St. Maelruains School Completion Programme, will tell of the benefits in using a restorative approach to her work with children and young people.

Stephen Hunter, Psychotherapist and community activist, will share his experiences of bringing restorative practices to the community.

Michelle Stowe, Teacher at St. Marks Community School, will talk about the work being done to make St. Marks a restorative school.