

Hillsides

2016 - 2017
Annual Report





Letter from the CEO

Creating new opportunities for children and families to heal, grow, and thrive

This past year was an extraordinary time for child welfare agencies. We witnessed significant changes in state foster care legislation and proposed policy changes at the national level that inserted uncertainty into the work that we do.

Luckily, HillSides is well-prepared to meet these challenges. Part of our response was creating a new vision statement, mission statement, and a list of values that will guide the agency during the changing times we find ourselves in. In addition, we were and continue to be buoyed by our affiliation with Bienvenidos, which has allowed us to expand the areas we serve and add a foster care and adoption program to our services. This past year was also a time to unite HillSides and Bienvenidos into one workforce with one shared focus.

Our new messaging contains the same dedication to children and families but with a broader scope to better reflect our expanded services and programs. With the support we continue to receive from individuals, corporations, and foundations, we remain determined to strengthen families and transform communities today and well into the future.

Sincerely,

A handwritten signature in black ink that reads "Joseph M. Costa".

Joseph M. Costa

President and Chief Executive Officer

Our Vision

HillSides envisions a world in which children and young adults, families, and communities are able to heal, grow, and thrive.

Our Mission

HillSides is dedicated to healing children and young adults, strengthening families, and transforming communities through quality comprehensive services and advocacy.

Our Values

Quality Care – Fostering a culture of excellence in service

Respect – Honoring the worth of each individual

Integrity – Acting with honesty and accountability

Transparency – Valuing openness and clarity

Compassion – Treating others with kindness and care

Collaboration – Engaging clients and stakeholders in our work

Innovation – Achieving impact through new, data-informed ideas



Hillsides with its affiliate Bienvenidos served:

14,177 children, youth, and families with the
breakdown for each core program as:

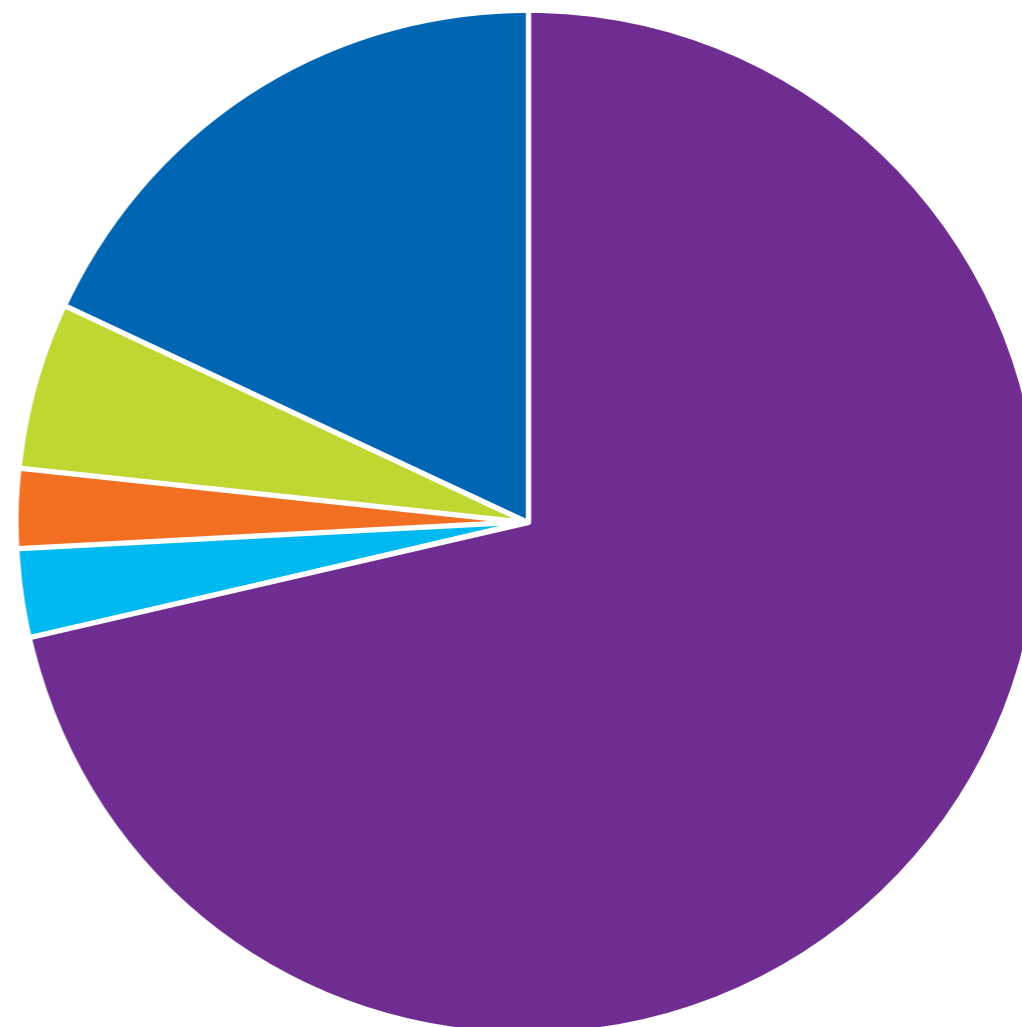
**Hillsides and Bienvenidos
Family Resource Centers** 10,129

**Bienvenidos
Foster Care and Adoption** 2,530

Youth Moving On 739

Residential Treatment Services 392

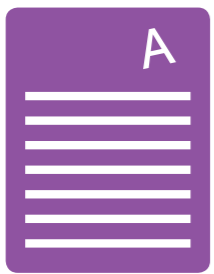
Hillsides Education Center 387





‘Wrapped’ in support, a businesswoman masters a challenging parenting role

Hillsides and Bienvenidos Family Resource Centers



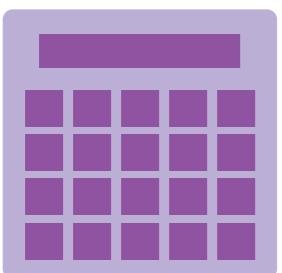
88% of children and youth were passing in school.



77% of children and youth were discharged to a permanent placement.



66% of our clients were meeting or partially meeting their goals at discharge.



The length of stay for our clients in treatment was **6.89 months.**

Lupita Ramirez is a successful business woman. Married without children, she has been able to pour all her energies into running her own insurance office and co-owning two fitness centers.

Nothing, therefore, prepared her for taking on the challenges of parenting her 11-year-old nephew when her sister was no longer able to care for him. Rather than let Elijah* fall into the foster care system, she and her husband stepped into the role as caregivers.

Elijah, after a tumultuous childhood, was filled with rage. He threw hours-long tantrums if he didn't get his way. "He would hit me, push me, cuss at me, everything you can imagine," remembered Lupita.

Starved for affection, Elijah was also extremely jealous of her and would act out if she tried to work, go to the gym, or have friends over. **"I started isolating myself because I never knew how he would react,"** she recalled.

At her wit's end, she attended parenting classes through Hillsides, and kept the booklet she received on positive parenting by her side for constant reference. She then began receiving Wraparound services from Hillsides, where a team consisting of a facilitator, therapist, child and family therapist, and parent partner met regularly with her and Elijah to address his mental health needs.

Lupita began to feel some relief with support from parent partner Hector Valadez. He gave her a safe place to vent and offered parenting advice. Therapy sessions with Elijah and therapist Jennifer

Gonzalez were also helpful because Lupita noticed how often Jennifer praised Elijah. Lupita started giving her nephew more compliments, even for the smallest efforts, which dramatically improved his behavior.

With input from the Wraparound team, Lupita realized Elijah's efforts to push her away were often a test to see if she would abandon him. When he would lunge at her, she began to hug him and reassure him she would not leave him, which calmed him down.



Lupita Ramirez and Therapist, Jennifer Gonzalez

At the same time, Jennifer was working with Elijah to help him express his emotions in a healthy manner, such as doing jumping jacks when he got angry. "Now when he gets mad at home, he starts jumping, and pretty soon he is smiling and has forgotten why he is angry," said Lupita.

Today, Elijah is a different kid. His hours-long tantrums have dwindled to 10 or 15 minutes and he is no longer hitting Lupita. Both nephew and aunt are now focused on the next goal: adoption, so Elijah can become Lupita's legal son.

*Name changed to protect privacy of client.



Six is her lucky number

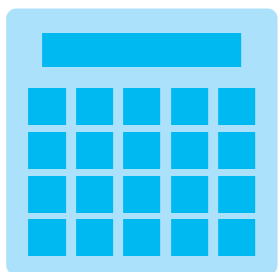
Bienvenidos Foster Care and Adoption



78% of clients were discharged to a permanent placement and of those discharges, **73%** were discharged to a parent or legal guardian.



82% of clients are discharged with their goals met.



The length of stay for our children and youth in foster care was **6.91 months.**



We had **506** children and youth matched in **105** resource homes.

Six children. This number sounds like a lot to most people, but not to Clayda Nicholas, a resource (foster) parent for our affiliate Bienvenidos.

Six is the number of nieces and nephews she took care of when her brother was in the military and her sister-in-law sidelined with cancer. And six is the number of children in foster care she filled her house with after her nieces and nephews returned to their parents.

“When my brothers’ kids left, I was melancholy,” she recalled. “I had a big house with seven bedrooms, but it was empty.”

Her mother, a social worker, suggested she become a resource parent and referred her to Bienvenidos Foster Care and Adoption program located in Pasadena.

“Naturally I had a few concerns, but the staff there made me feel at ease,” said Clayda. After six months of training, she became a licensed resource parent. Soon afterwards, she received a call from Bienvenidos social worker Sandra Zuniga, saying that a set of siblings, ages 9 – 16, needed a home.

Clayda quickly went to work, transforming her house from boy-centric (her brother had five boys and one girl) to girl-oriented (the new family had five girls and one boy). Within days, the children moved in. “I was blessed by them – they were so sweet,” she said.

Three months later, their grandmother gained custody of them. While Clayda felt a stab of pain at losing them, she was also happy they were going to a good home.

She didn’t have long to dwell on her feelings, however. A day or two later, Bienvenidos sent four siblings and a set of twins to live with her. They stayed a few months, before being replaced with another six children.

Over the two years she’s been a resource parent, Clayda has helped raise some 25 children. Usually kids are shy and

standoffish at first. However her self-described “big, maternal heart” wins them over.

Clayda believes that many people have the wrong idea about being

a resource parent. **“It’s not a job, it’s about providing a child with a home and the same care you would give your own children,”** she said.

Since becoming a resource parent, Clayda has moved from the seven-bedroom house to smaller one with four bedrooms. Despite the downsizing, one key element remains the same. The house can still easily accommodate that magic number of children she likes in her life – six.



Left to right: Resource Parent Clayda Nicholas and Bienvenidos Social Worker Sandra Zuniga.



From homelessness to happiness

HILLSIDES YOUTH MOVING ON



80% of clients are discharged, meeting or partially meeting their goals.



During the fiscal year 2016-2017, Youth Moving On served **739 clients.**



Hillsides Youth Moving On's short-term results for young adults are:

- Increased capacity of youth to independently secure stable and permanent housing
- Improved employability: job skills, preparedness, and readiness
- Steady and stable housing and employment
- Educational fulfillment
- Completion of Independent Living Program
- Development of life skills and competencies
- The reduction of persistent barriers to employment and housing (legal, etc.)
- Improved stability, health, and wellness



When Jasa Hawkins talks about the last few years, she tends to cry. “Don’t worry,” she is quick to explain, “I’m not upset. These are tears of joy.”

Jasa, 25, has a lot to be joyful about these days – a steady job at Starbucks and an apartment of her own to keep her warm at night and feeling safe. However, just a few years ago, life was much different.

Jasa spent her childhood in foster care or kinship care, raised by her grandmother. When she was 20, her grandmother died, and Jasa wound up homeless on the streets of Pasadena.

“I felt so alone, and didn’t trust anyone,” remembered Jasa. She and her boyfriend David, who was also homeless, began to visit the Youth Moving On (YMO) Peer Resource Center in Pasadena. At first, Jasa viewed the Center as “a nice place to go when it rained,” but soon, she began to see it as her salvation.

The staff encouraged her to enroll in an intensive YMO workforce preparation class. “From the time I started that class, I suddenly knew how far I could go in life,” said Jasa. “Attending and completing that class was the most beautiful thing.” Next, YMO arranged a six-month internship for Jasa at Party City, and then helped her secure a full-time paid job as a barista at Starbucks.

Jasa loved her job from the start, and was an instant pro at mentally juggling the dozens of specialty drinks on the menu. However, she was still homeless. “I kept trying to have patience, but it was hard. I kept praying that something better will come along.”

And it did. Before landing the job at Starbucks, Jasa, with the help of YMO Youth Advocate Gabrielle Williams, had put her name on a waiting list for an apartment through Section 8 (low income) housing in downtown Los Angeles. A year



Jasa Hawkins

and a half later, Jasa got the call that the apartment was hers. The apartment came furnished, and YMO helped her with the extras, such as bedding.

“It’s home,” says Jasa. “We have everything we need, dishes, pots and pan, a shower, a place to hang our clothes. I

am just really happy.”

It’s the simple pleasures of life off the streets that brings Jasa joy – small but necessary comforts that were denied her for too long.



Hillsides helps a child heal and find a loving family

Residential Treatment Services



The Child and Adolescent Functional Assessment Scale (CAFAS) measures how youth, ages 5-18, are functioning in the following life domains: school, home, community, behavior, moods, self-harm, substance use, and thinking. Most residential clients arrive at Hillsides with initial CAFAS scores that place them with a severe to moderate impairment range.

55% of clients experienced improvement in their CAFAS total score of 20 points or greater, indicating meaningful and reliable improvement.



57% of client functioning levels improved as a result of treatment.

47% of clients reported not having any severe impairments on their most recent CAFAS assessments.



Hillsides received a **61%** overall favorability on a recent client survey from clients and their caregivers.

At first, it seemed like Riley* was one of the lucky ones. She avoided foster care as an infant because relatives adopted her. However, as Riley grew older, her behavior became so extreme that her adopted parents could no longer handle her, and she was placed at Hillsides therapeutic residential program.

From the start, the goal of the staff, which included three treatment therapists, was to get Riley back into a home setting, preferably with her adopted parents. To do this, they would first have to help Riley control her emotions and actions. After hours of observation and data-gathering, her team created an incentives-driven behavior program such as charting out short-term goals with a reward for each one met.

They also flooded her with positive affirmations, such as “we are proud of you” and giving her high fives. **“The biggest thing she craved was nurturing,”** remembered her cottage supervisor, Raul Carreon. One therapist regularly sat with Riley each night until she fell asleep. A volunteer in the community became Riley’s special friend and took her out for dinners and movies.

Within a year, Riley had made so much progress, the staff felt she was ready to return home. Yet, they and Riley received a crushing disappointment when her adoptive parents decided not to reunify with her.

The staff kicked it into an even higher gear to find Riley a loving family. When the Department of Children and Family Services (DCFS) tried to reassign Riley to a series of 30-day shelters rather than stay in the stable environment of Hillsides where they knew Riley’s behavior wouldn’t backtrack, they fought the decision and won. A few months later, after numerous



Cottage Supervisor Raul Carreon and Therapist Alyssa Miller.

outreaches to possible resource (foster) families, the staff received the good news that Riley’s DCFS social worker had found a loving and caring resource (foster) family for Riley.

While it was hard for the staff to say goodbye, the staff checked in with Riley for a month after her departure and were thrilled to see how happy she was. “She was wearing the biggest smile I’d ever seen,” said therapist Alyssa Miller. “It was clear she belonged here.”

The Hillsides staff had done their job -- the little girl who wasn’t wanted was now a very wanted member of a loving family. It turns out, Riley was one of the lucky ones after all.

*Name changed to protect the privacy of the client.



A team approach helps a family heal and a child succeed in school

Hillsides Education Center



Students who took the Wide Range Achievement Test, which tests for academic proficiency in word reading, sentence comprehension, spelling, and math, improved by **one grade level** on average.



Parent survey showed **85%** overall favorability.



92% of students were discharged, meeting or partially meeting their goals.

“I won’t go to school.”

Starting in seventh grade, this was James’* rebellious mantra to his mother, Jennifer.

He would fight with her, turning violent, or else make it to campus only to disappear a few hours later. Eventually he stabilized for the rest of seventh grade, but on the first day of eighth grade, he once again refused to attend school. Depressed due to a complicated family situation and challenged with ADHD, James was hospitalized twice.

James switched from a traditional classroom setting to an online program with less time spent in a classroom. There, he was referred to Hillsides’ Educational Support Services (ESS), a “team approach” program that helps fill the gap between the school and home to make students and families well-functioning and successful. Jennifer and James began receiving services from therapist Amy Salgado, a child and family specialist Freddy Sanchez, and a parent partner, Georgy Norris.

The team met weekly with James and Jennifer as a family and individually. They helped James stay on-task with his studies and worked with him to express his feelings rather than act them out. The team also asked James and Jennifer to draft and sign a mission statement with the goal of building trust through better communication and listening, setting boundaries, and having fun together.

Over the weeks, James’ behavior improved. He stopped hitting his



Left to right: Puja Chhabra, Director of Clinical Services for ESS, Parent Partner Georgy Norris, James, Child and Family Specialist Freddy Sanchez, Jennifer, and Therapist Amy Salgado.

mother and willingly attended school. As the conflict over school abated, the relationship between mom and son began to heal. **“Amy and everyone was so important because they helped build a bridge between me and James,”** recalled Jennifer. “He started to be affectionate with me again, and telling me he loved me.”

Part of the reason the ESS team was effective was that the family had constant access to the members. “If I had a problem, I could call Amy or Freddy and they’d talk to James,” said Jennifer. “Georgy was always available to talk or grab a cup of coffee.”

Due to the tumultuous start of eighth grade, James began school five weeks late. However, with the help of the ESS team, he was able to keep pace with the schoolwork and promote from middle school on time.

“I am so thankful for the team for getting James in a good place,” said Jennifer. “He was headed down a road to Juvenile Hall or even death, and they made the difference in turning him around.”

*First names used to protect the privacy of clients.

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