

# Navy Family Framework



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## Introduction

Our Navy is charged with maintaining maritime superiority. We execute this charge with our Navy team - our Sailors, civilians, and Navy families. Navy families are an integral part of our Navy team and a vital contributor to mission success. This Navy Family Framework describes the role that Navy families play in mission success, the responsibilities that the Navy has for our families, and outlines some organizational goals to enhance the mutual support between the Navy and our families.



### **Stronger Families Mean a Stronger Fleet**

The U.S. Navy must be ready to protect America from attack and preserve America's strategic interests around the world. Navy families serve our nation alongside their Sailors and Navy civilians – they also must be ready.

Navy families embrace their vital role on the team and the responsibilities that come with that role. Navy families are independent, resilient, and support all members of the Navy community. In return, our Navy has an obligation to support our families through a coordinated network of programs, services, and resources. Our ability to prevail in all future challenges will depend on the commitment from all members of the Navy team. This framework defines our goals for success and guides future actions. This Navy Family Framework recognizes the Navy's dependence on the strength of our Navy families.

*A Design for Maintaining Maritime Superiority* lays out the strategic environment in which the Navy operates, and describes four Core Attributes and four Lines of Effort (LOEs) through which the Navy will address that environment. This Navy Family Framework supports the Gold LOE - Strengthen our Navy Team - and states, "We are one Navy Team – comprised of a diverse mix of active duty and reserve Sailors, Navy civilians, and our families – with a history of service, sacrifice and success."

Everyone on the Navy team counts. Everybody on the team – Sailors, civilians, and families – must commit to supporting and strengthening all other members of the team. Sailors and civilians must be mission-ready, with their family positioned to be self-reliant, supportive, and resilient. Families can actively take part in developing new skills to tackle challenges of Navy life. Everyone within the Navy team has a role to play in the execution of the Navy mission. Navy families are incredibly tough and have a long history of achievement through a tradition of volunteerism and helping our own. We honor that tradition best when we move forward to become stronger still.



## Navy Family Goals

We must commit to eliminating any forces that work against our families, and enhance those forces that contribute to stronger families and greater family readiness across the Navy. To this end, the goals of this framework are:

### **GOAL 1: Improve Navy family support programs.**

We must ensure our family support programs are effective in meeting family readiness challenges.

- Programs will address Navy-wide family readiness challenges while incorporating the uniqueness of our U.S. and overseas communities.
- Navy families will help identify opportunities to improve program effectiveness and evaluate progress.
- To ensure our programs remain relevant, we must establish a process to encourage feedback from all involved, and respond to make changes when it makes sense.

## **GOAL 2: Better connect and inform our Navy families.**

We are a global Navy, and our families serve with us around the world.

- Our families must be able to access the information they need where they are and reach out to get help when necessary.
- Information should be timely, relevant and legitimate - the “real scoop” flowing through two-way lines of communication.
- The system for communicating with families should ultimately be a comprehensive, simple-to-use tool designed for easy access and tailored delivery, with metrics for measuring success.

## **GOAL 3: Improve Navy spouse training and expand our education network.**

Our Navy spouses benefit when they have the tools available to meet family readiness challenges.

- Through available self-directed learning, educational mentorship, and Navy community volunteer opportunities, spouses have the option to become even more active leaders in the Navy team.
- The Spouse Leadership Education Continuum is being developed by a designated team of Navy spouses partnering with Commander, Navy Installations Command and all others with a role in family support to identify spouses’ education, resources, and mentoring options. Their model for developing this continuum is in Appendix A. As a team, we will refine the continuum, identify best practices and innovation, and expand our training network within and outside of the Navy.



## **GOAL 4: Increase meaningful command leader engagement with Navy spouses and families.**

We need leaders committed to inspiring our Navy team and to building tough and informed Navy families who support their Sailors and engage with their Navy community.

- Command leaders will identify family readiness challenges and have a program to address them.
- All command leaders must foster an environment of inclusion to create a culture where Sailors and families can thrive.
- Commanders should expand ways to assure all members of the team of our commitment to their safety, security and development.

**GOAL 5: Reinforce Navy families’ connection to the Navy and to the Navy core values of honor, courage, and commitment.**

Sailors and civilians are stronger when Navy families’ actions support Navy values, exhibit our core attributes of integrity, accountability, initiative, and toughness and show a deep commitment to supporting each other and the Navy team.

- Navy core values and attributes should permeate our community and help shape our culture.
- The family’s role on our team is well defined and understood by all members of the team. Families feel the rewards of serving along side their Sailors and Navy Civilians.
- Navy spouses share a deep call to service and become leaders as they gain experience alongside their Sailor. Like our Sailors and civilians, spouses should have opportunities for personal and professional growth; to develop as a leader.



**Way Ahead**

Version 1.0 of the framework provides general guidance and intent, while providing local commanders the flexibility to determine their own strategies.

Commander, Navy Installations Command will serve as the central advocate for Navy families and will provide an annual assessment of CNIC programs that support the overall health of Navy families, trends on common challenges, an avenue to collect and share best practices, and the means for Navy families to provide input on Navy-wide initiatives.

Navy unit commanders and leaders will be accountable for execution of their individual plans to implement this family framework. Commands must include Navy families in setting the local goals and objectives as well as evaluating the progress.

## Desired Outcome

Strong and supported Navy families that will embrace their role on the Navy team and are ready to prevail in all future challenges. This Framework clarifies the contributions that our Navy families bring towards meeting the desired end state envisioned within the Design: A Naval Force that produces leaders and teams who learn and adapt to achieve maximum possible performance, and who achieve and maintain high standards to be ready for decisive operations and combat.

## Conclusion

The Navy is committed to maintaining maritime superiority. In order for our Navy to reach its full potential, leaders must lead the entire Navy team under their command. Through this framework, the strength of our one Navy team will grow by investing in our families, so to enable them to better support our Navy and its mission. It is my honor to be a part of this effort focused on Navy families and their importance to our Navy team. I am privileged to be leading our team.



John M. Richardson

# Spouse Leadership Education Continuum Design Model





