

# Change Leadership Vision Council

JUNE 30, 2020



## YEAR 2



**WELCOME &  
CHECK-IN**

# **MEETING PURPOSE**

Celebrate and conclude Year 1 of the Vision Council's work and kick off Year 2.

# MEETING RESULTS

**1**

The Vision Council (VC) understands the scope of the Year 2 grant from Mid-Iowa Health Foundation.

**2**

The VC knows the elements of the Results-Based Accountability strategic plan.

**3**

The VC members are updated on each of the Work Groups and knows what is needed to support the work.

**4**

Each VC member identifies an action commitment in support of the completion of the second year of work together.

**CHANGE LEADERSHIP:** Engaging Thought Leaders and Leadership Teams  
Sponsored by Mid-Iowa Health Foundation

**AGENDA**

**June 30, 2020**

**VISION COUNCIL MEETING**

**9:00 AM**

Welcome and Check-in  
via Zoom Rooms

**9:20 AM**

Overview of the Year 2  
grant and Elements of the  
Results-Based  
Accountability Plan

**9:30 AM**

Work Group Updates

**10:10 AM**

Committing to  
Action Steps

**10:30 AM**

Adjourn

1

# In your Zoom Room:

**NAME | WORKPLACE | TITLE | ROLE**

2

## BRIEFLY SHARE

How are you? Then, what *Work Group* you are in and one thing that interests you about your *Work Group's efforts*.

-- OR --

One thing you are looking forward to as part of the Vision Council's Year 2 work together.

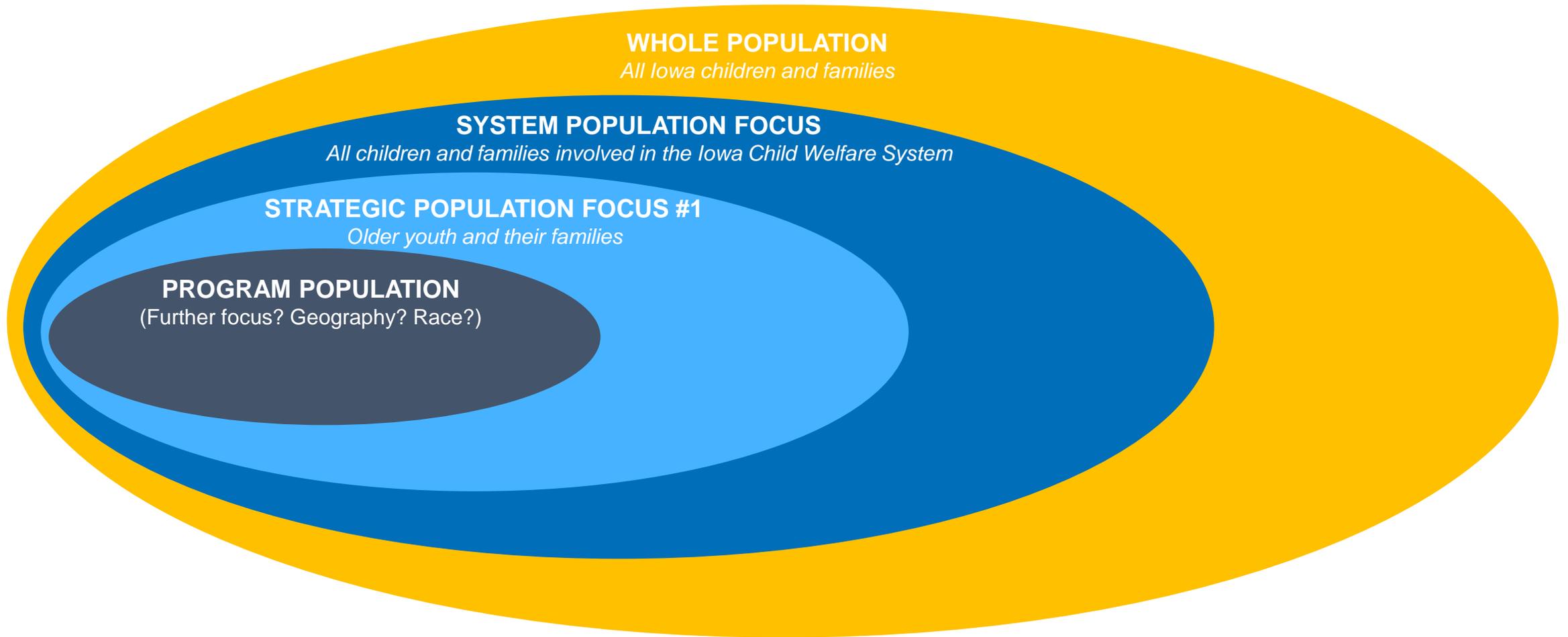
**DEBRIEF THE  
CHECK-IN**

# **OVERVIEW OF YEAR 2 GRANT AND RBA PLAN ELEMENTS**

# Whole Population to System Population <sup>[1]</sup>

*Children and Families in Iowa will be safe, secure, healthy and well in their communities.*

**STRATEGIC POPULATION FOCUS #1: Older Youth and Their Families**

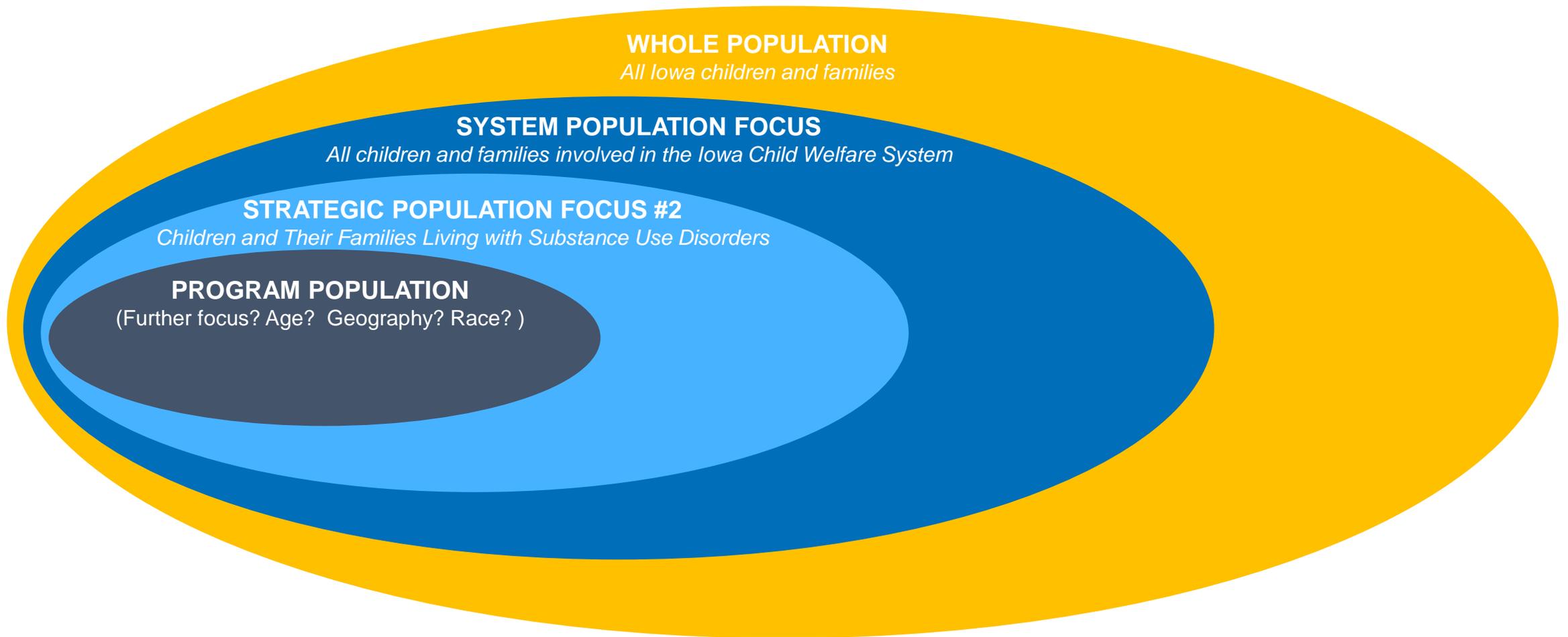


<sup>1]</sup> **Trying Hard is Not Good Enough**, Friedman, Trafford Publishing, 2005

# Whole Population to System Population <sup>[1]</sup>

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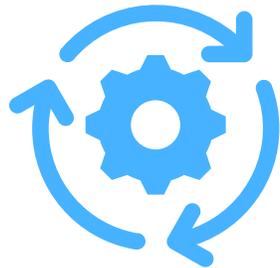
**STRATEGIC POPULATION FOCUS #2: Children and Their Families Living with Substance Use Disorders**



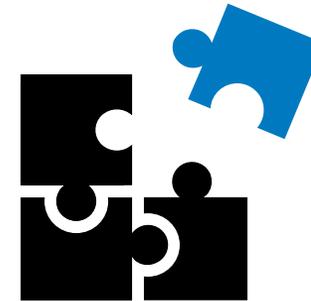
<sup>1</sup> **Trying Hard is Not Good Enough**, Friedman, Trafford Publishing, 2005

# Vision Council's North Star

**VC will achieve the North Star Outcome by:**



Developing and implementing a long-term **Results-Based Accountability (RBA) plan.**  
*(Aim to complete by this fall.)*



Influencing a **system culture shift and alignment** among stakeholders in Iowa.

# Elements of the Results-Based Strategic Plan

## Whole Population Focus – All Iowa Children and Families

- Demographic information – key data points that are disaggregated by age, race, rural/urban, etc.
- Data target – statement on *\*by when\** Iowa children and families will be *\*how much better off\**
- Success measures – data points and/or trend lines that indicate achievement of the target
- Progress measures – data points that indicate the VC's strategies are moving toward the target
- Population-level strategies
  - System culture shift
  - Amplifying and catalyzing existing, cross-system visions for serving children & families in Iowa.
  - Working through the lens of race equity
  - Working through the lens of preventing and addressing trauma

## System Population Focus – All Iowa Children and Families in the Child Welfare System

- Demographic information
- Data target(s), Success measures, Progress measures
- System Population, Program Population(?), and Strategies
  - Strategic Population Focus #1: Older youth and their families
  - Strategic Population Focus #2: Children and their families who are living with Substance Use Disorders

# UPDATES

## Vision Council Work Groups

NORTH STAR

FFPSA

SUBSTANCE  
USE  
DISORDERS

OLDER YOUTH

# North Star Outcome

## Next Steps

- Identify data indicators for “safe, secure, healthy and well” for the RBA Plan
  - Review the Child and Family Service Review (CFSR) and Performance Improvement Plan (PIP), and other “required” or “official” plans as sources for indicators
- Align with the Equity Alliance
- Embed the lenses of race equity and trauma and resiliency science into the Vision Council’s RBA Plan’s proposed data indicators

## Needs from Vision Council

- Share thoughts about existing plans to explore for indicators and alignment
- Provide input on indicators when asked
- Keep the lenses of race equity and trauma/resiliency science at the forefront of your work on behalf of the Vision Council and in general

# FFPSA Implementation

## Next Steps

- Identify the various systems within which the Vision Council's work could impact children and families, then identify the key Iowa stakeholders (organizations, coalitions, agencies) within those systems
- Survey the Vision Council members to help identify stakeholder groups and map your relationships to them
- Engage Vision Council members and stakeholder groups together in Zoom meetings for mutual introduction and engagement, and to share the culture vision (stakeholders grouped by common work or interests)

## Needs from Vision Council

- Respond to the Survey (first part of July)
- Join the stakeholder engagement meetings when asked
- Continue to help spread the culture vision

# Substance Abuse Disorders (SUDs)

## Next Steps

- Map existing supports, services and programs that are in place or needed for a holistic, family-centered approach
- Create a shared vision and understanding for the system of care (what's available/what's needed)
- Make a plan for de-siloing the systems, including braiding/blending funding
- Review best practices for increasing access to data and information (FL model) and for EBPs
- Help the state adjust the IV-E plan to be more effective against SUDs sources
- Draft the data target and consider indicators and progress measures

## Needs from Vision Council

- Review draft documents and engage as requested
- Keep the “Whole Population” work going while this Work Group does a deep dive

# Older Youth

## Next Steps

- Finalize a data target, and identify indicators and progress measures
  - Identified goal: *All youth ages 12 and older who enter the child welfare and juvenile justice systems stay connected to family to heal and thrive.*
- Continue building out, then enacting a plan that reframes the narrative on older youth in foster care and focuses on key strategies:
  - Keep older youth at home
  - Institute comprehensive family identification and engagement through a comprehensive, evidence-based intervention
  - Support youth aging out of care
  - Expand kinship supports and services
  - Support pregnant and parenting foster youth
- Identify evidence-based practices for older youth

## Needs from Vision Council

- Review draft documents and engage as requested
- Keep the "Whole Population" work going while this Work Group does a deep dive

**Culture Shift**  
**Touch Base**

# Change Leadership Vision Council

## System Culture Shift

<b>FROM</b> <b>Defensive Style</b>	<b>TO</b> <b>Constructive Style</b>
Current Assessed State: Compliance Mindset	Overall Goal for the System: Move to a Value-Based Mindset
<b>Current Assessed Behaviors:</b> <ol style="list-style-type: none"><li>1. Communicating only “What”</li><li>2. Fix-it Mindset</li><li>3. Fear of risk and change</li><li>4. Geographic Alignment</li><li>5. Outcomes measured by negative indicators</li></ol>	<b>Ideal Behaviors:</b> <ol style="list-style-type: none"><li>1. Communicating “What and Why”</li><li>2. Progress Mindset</li><li>3. Be an agent of change, be proactive and increase advocacy</li><li>4. Goal Alignment</li><li>5. Outcomes measured by positive indicators</li></ol>

*This System Culture Shift proposal was drafted by the Change Leadership Vision Council, a public-private initiative convened by The Coalition for Family and Children Services in Iowa, funded by the Mid-Iowa Health Foundation.*

**CONTACT:** Kelli Soyer, MSW, LMSW, Associate Director, at [kelli@iachild.org](mailto:kelli@iachild.org)



**CELEBRATE**  
**YEAR 1**

# Vision Council Accomplishments to Date

- ✓ Conducted a Culture Inventory
- ✓ Established a vision for a new culture (From/To Shift)
- ✓ Shared the From/To Shift with others
- ✓ Practiced new behaviors in support of the culture shift
- ✓ Worked with data and used it to inform priorities
- ✓ Created a north star vision for the work

# Vision Council Accomplishments to Date

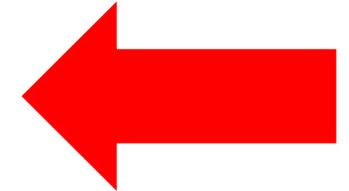
- ✓ Identified a distinct role for the Vision Council as catalysts for a cross-system vision
- ✓ Prioritized race equity, trauma/resilience science, and data-driven focus areas
- ✓ Developed work groups to deepen the efforts
- ✓ Work groups are fleshing out the effort according to the plan and priorities
- ✓ Experiencing more fluid communications and connected relationships among public and private stakeholders

# Vision Council Artifacts & Tools

- ❖ From-To Shift
  - ❖ VC Overview Slide Deck (coming soon)
  - ❖ Accountability Pathway
  - ❖ BART
  - ❖ Levels of Action and Alignment
  - ❖ Acknowledge, Rephrase, Explore (ARE)
- ❖ Theory of Aligned Contributions
  - ❖ Person/Role/System Framework
  - ❖ National Foster Youth and Alumni Coordinating Council's Guiding Priorities
  - ❖ Making a Powerful Request
- ❖ Data set
  - ❖ Ten Conversations
  - ❖ Proposal-Based Decision Making
  - ❖ Countering Work Avoidance
  - ❖ VC Overview Slide Deck

# Levels of Action and Alignment

Takes actions that contribute to results	HIGH	High level of action that contributes to improved results Does not work to be in alignment with others (High action, low alignment)	High level of action that contributes to improved results Works to be in alignment with others (High action, high alignment)
	LOW	Low level of action that does not contribute to improved results Does not work to be in alignment with others (Low action, low alignment)	Low level of action that does not contribute to improved results Works to be in alignment with others (Low action, high alignment)
		LOW	HIGH
Works to be in alignment with others			



1

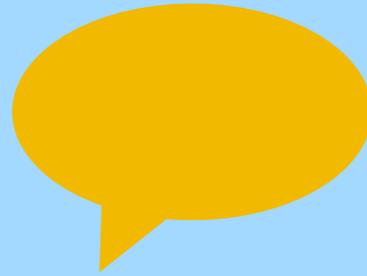
SHARE

*In one word, how are you feeling?*

AND, COMPLETE THE  
PHRASE

2

*To contribute to the Vision Council's success in  
Year 2, I commit to \_\_\_\_\_.*



**THANK  
YOU**

