HOW DECISIONS ARE MADE!

CREATING AND
ENHANCING A BROAD
BASED GOVERNANCE
SYSTEM FOR YOUR SOC

RFA Required Activities 2.4.1 (selected governance references)

- Establishment of a governance body (either through a newly created structure or by building on the strengths of existing interagency structures)
- Multi-agency integration of functions, processes and policies
- Interagency collaboration
- Establishment of an administrative team responsible for managing grant activities
- Mechanisms for ensuring full participation of families, youth and family run organizations in decisionmaking, governance and evaluation

RFA Infrastructure Development (15 points)

- Describe the composition and responsibilities of the proposed governance body, including how families and youth will be incorporated and how cultural and linguistic competence will be demonstrated
- Describe procedures for systems integration, interagency collaboration, services integration, care plan development, flexible funding, care review, access, financing. Workforce development and community leader support

Governance Defined

To conduct the affairs of an organization, to influence or direct

Governance Built In From The Federal Government

- RFA that describes what is required to apply for funding
- Your application to reflect the RFA and approval of your plan
- Cooperative Agreement-Your agreement to do what is in your plan and the RFA
- Active, involved Federal Project Officer assigned to your community, approves major budget and staff changes, on TA calls and leads the Federal Site Visit Team

Governance Built In (continued)

- Community Principal Investigator is responsible to Federal Project Officer and Cooperative Agreement
- Two reports annually to FPO
- Federal Site Visit in year 2 & 4 with recommendations following
- National Evaluation feedback

SOC Governance is Different, it is more about:

- Creating opportunities for partnership and collaboration
- Transformation
- Connecting to state initiatives
- Influencing policy
- Building for sustainability
- "Barrier busting"
- Giving family and youth a voice
- Modeling SOC values
- Building a broad based community system and ensuring the understanding by all that the funding is for the children, families and youth

Great Governance

Starts With Great Collaboration

Collaboration Defined: A mutually beneficial relationship between two or more parties who work toward common goals by sharing responsibility, authority and accountability for achieving results

Characteristics of Good Governance

- What Characteristics Would You Like of Your Governance System?
- Let's Make a List Together

Critical Characteristics of SOC Governance

- Balanced-true sharing of responsibility, power and authority
- Inclusive-with significant and authentic decision making roles for all who desire a role
- Broad-Many places available to be a part of decision making for family, youth state and community partners
- Defined- Roles concise, clear and understandable
- Simple

Governance Characteristics (continued)

- Culturally and linguistically competent
- Clear communications flow and work flow and easily explainable to all stakeholders with diagram
- Efficient and effective
- Clear roles and procedures for decision making
- Responds quickly but also accommodates a more deliberate approach when needed

Buy In, Investment, and Sustainability are Directly Linked to Decision Making

- Why we use terms such as BROAD governance SYSTEM
- People come to work in collaborations because; they care, they can gain something, they have an investment
- People stay in collaborations because they are involved in decision making and feel that they have helped to build the system (which leads to sustainability)

Broad Based Governance System

STAKEHOLDERS

MEETING EVERY OTHER MONTH

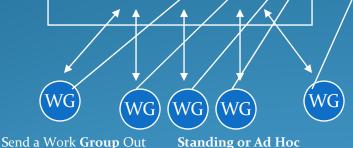
Full Partnership

Facilitator

Agenda

- 2 Framed Major Challenges
- ➤ Work Group Meet
- ➤ Work Group (Some) Report Progress
- ➤ Agency Pitch Networking





Decisions

- ➤ Broad SOC Community Strategy
- ➤ Intake System
- Social Marketing
- ➤ Referrals to Community Services
- ➤ Participation in Child & Family Teams
- ➤ Family Involvement

Coordinating Committee

Odd Number Group 11-13-17-19 PD, PI, Community Leaders, Lead Family, Family Member, Youth, Policy Makers, Lead Evaluator

Role

- Frame Major Strategic challenges to go to full partnership
- > Set agenda for full partnership meeting
- ➤ Model SOC principles
- ➤ Barrier busting
- ➤ Conscience of SOC, Cultural competency, family inclusion, collaboration
- ➤ Help the PD
- ➤ Model Change
- ➤ Do It 1st
- ➤ High Standard of Care/Quality

Administrative Team

- ➤ Grant Requirements
- Grant Administration
- Staffing
- Budget
- Quality

Family and Youth Involvement in Your Governance System

- Where should Family and Youth be in your governance system? Everywhere!
- Pair family members and pair youth
- Prepare a welcome for them
- Provide background information and meeting protocols to new families
- More tips

SOC Conflict in Developing Systems of Care

- Collaboration does not mean that all members agree with each other all the time.
- Developing a system of care is based on bringing a diverse group of people with varying values, mandates, and structures together to create something that all can support.
- Conflict is a normal part of this process and can play a healthy role in transforming the system.
- It is when conflict is unacknowledged and unaddressed that it can become a barrier to true collaboration.

Strategies to reduce or address potential conflict

- Learn each other's issues and why the individual(s) is concerned
- Understand the underlying interests
- Clarify key points in discussion/disagreement
- Explore other potential resolutions that meet the need
- Assure all issues are addressed
- Use of formal conflict techniques such as neutral facilitation or mediation.