

# Systems Alignment:

Developing and Implementing a Sustainable and Effective Governance Structure

# Why Invest Time in Aligning your System?

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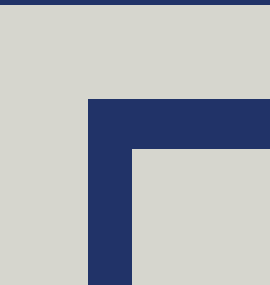
## Before

- Crisis management – no time for outcomes management
- Multiple initiatives
- Siloed structures
- Data not linked to decision-making
- Communication challenges

## After

- Strategic Direction and articulated Priority Outcomes; all future crisis need to be viewed through this lens
- Focused effort on Priority Outcomes through a clear governance structure
- Shared ownership
- Data & evidence driven decision-making
- Policy to practice, practice to policy, and practice to practice communication loops

# A Unified Governance Structure Focused on Achievement of Outcomes



# Governance Structure: What is it?

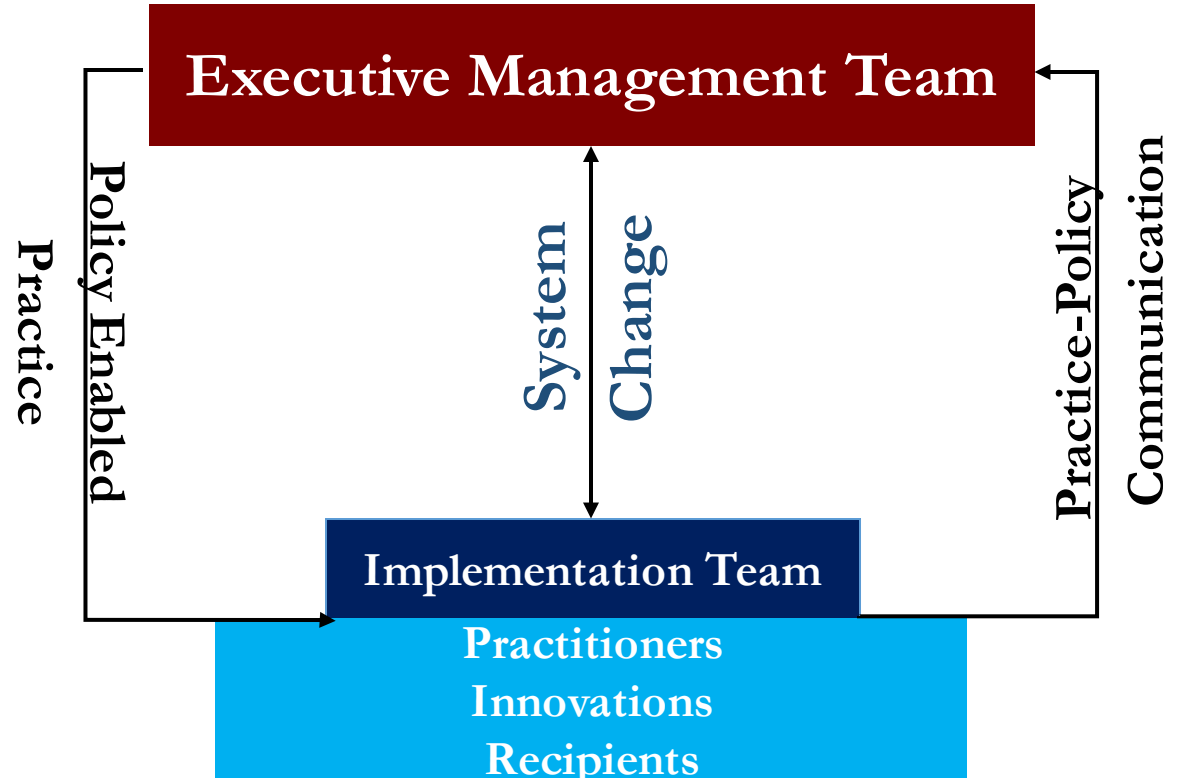
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- **Focused and accountable structure** to promote unified and aligned effort towards outcome achievement
- Articulates **interventions and strategies** designed to improve outcomes
- Promotes **Communication Loops\*** and cross agency learning
- Typically comprised of **working committees** that report back to an oversight team
- Incorporates clients, **partners and stakeholders** into the process of change
- Supports the **real-time execution** of a strategic direction, allowing course corrections if needed

\*National Implementation Research Network (NIRN): <http://nirn.fpg.unc.edu/learn-implementation>

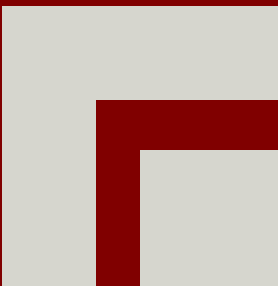
# Organizing a System to Achieve Outcomes: The Practice-Policy Communication Loop\*

- Implementing effective innovations requires change at the practice, organization, and systems levels.
- Direct, frequent, and reciprocal communication across all levels of the organization is vital



\*adapted from National Implementation Research Network (NIRN) :  
<http://nirn.fpg.unc.edu/learn-implementation>

# Building a Governance Structure



# Getting Started

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- ✓ **What** is the problem we are trying to solve or the outcomes we want to improve?
- ✓ **Who** needs to be involved to make the change happen?  
Who can support and sustain the change?
- ✓ **How** will change efforts be facilitated and monitored?  
How will adjustments be made as needed?

# Understand Competing Priorities

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- Strategic plans
- Performance improvement plans
- Consent decrees
- Practice models
- Crosswalk existing initiatives, interventions, outcomes
- Leadership and infrastructure
- Existing working groups or standard meetings



# Building your Structure

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- Identify strategic goals and priority outcomes
- Identify strategies and articulate a theory of change
- Explore resources and readiness
- Define purpose, roles, and responsibilities
- Establish communication processes

# Lessons Learned

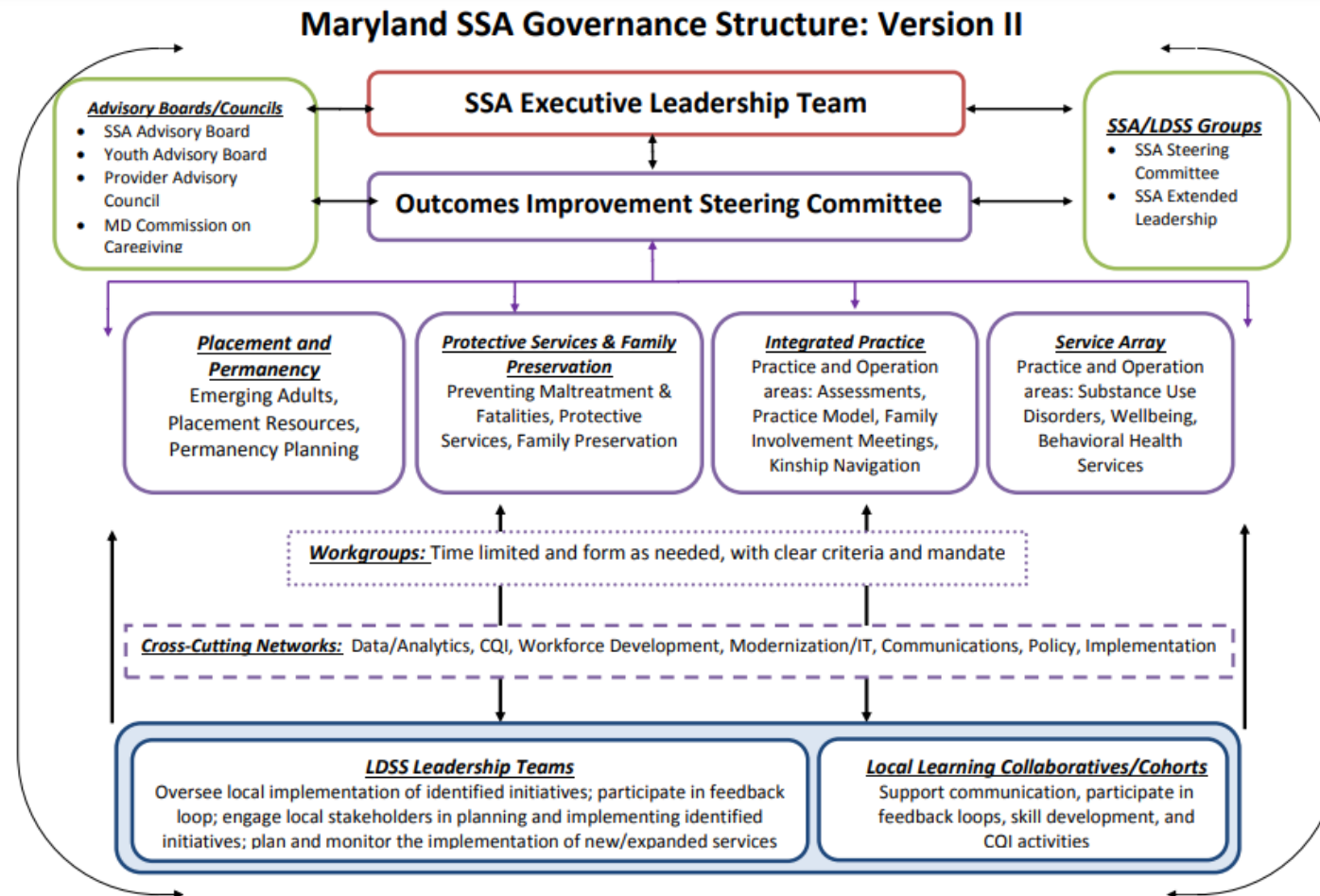
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- Spend the time getting buy-in – internal and external
- Craft an engagement strategy that brings the right key stakeholders to the table
- Working group leads must have social capital, be good facilitators, and be committed to using the communication resources
- Data should drive priorities; framing your structure within any existing CQI processes
- Implement and utilize management tools to monitor and communicate progress
- Do not be afraid to course-correct if needed
- Align your structure within your practice areas
- Communicate, communicate, communicate

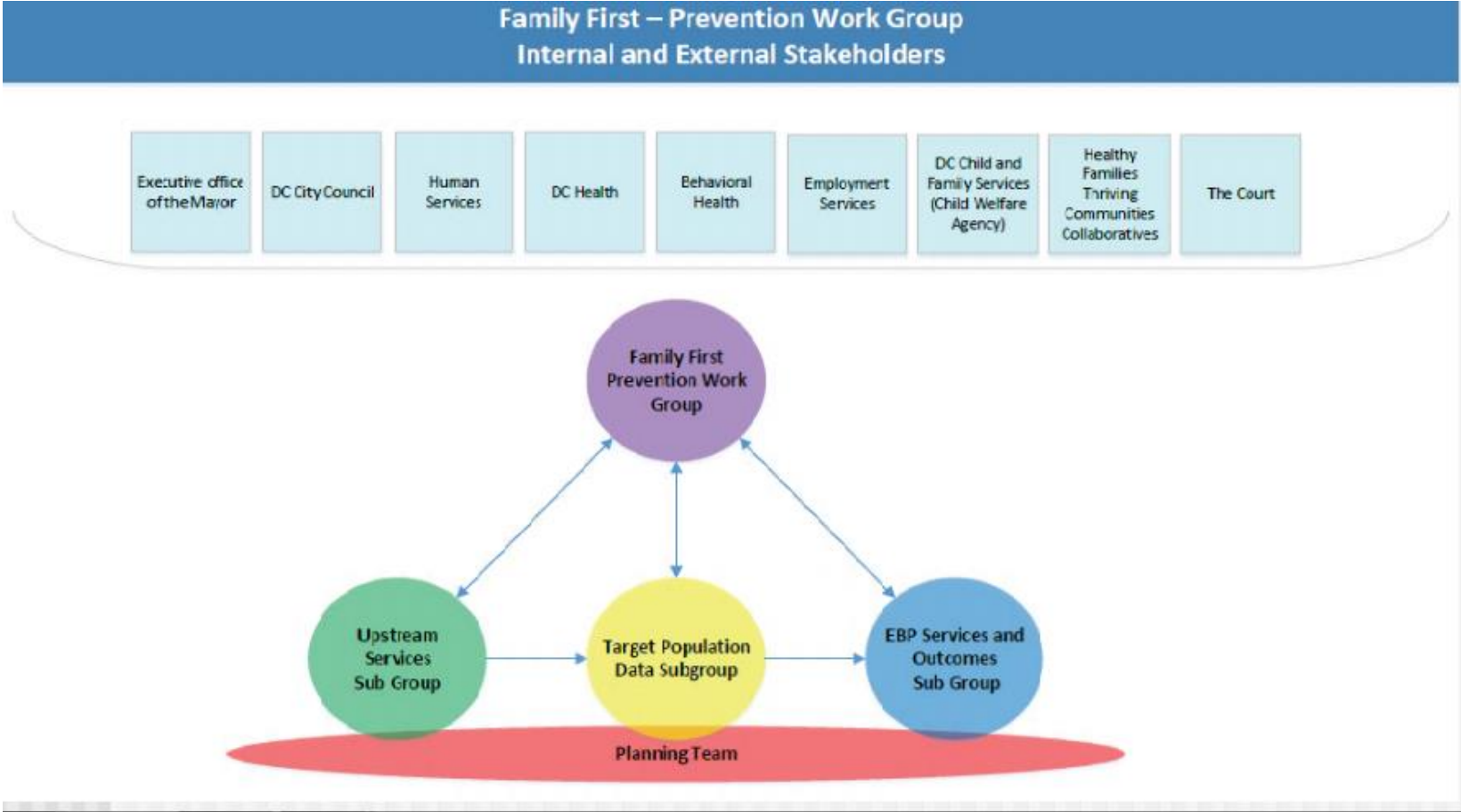
# Example Governance Structures



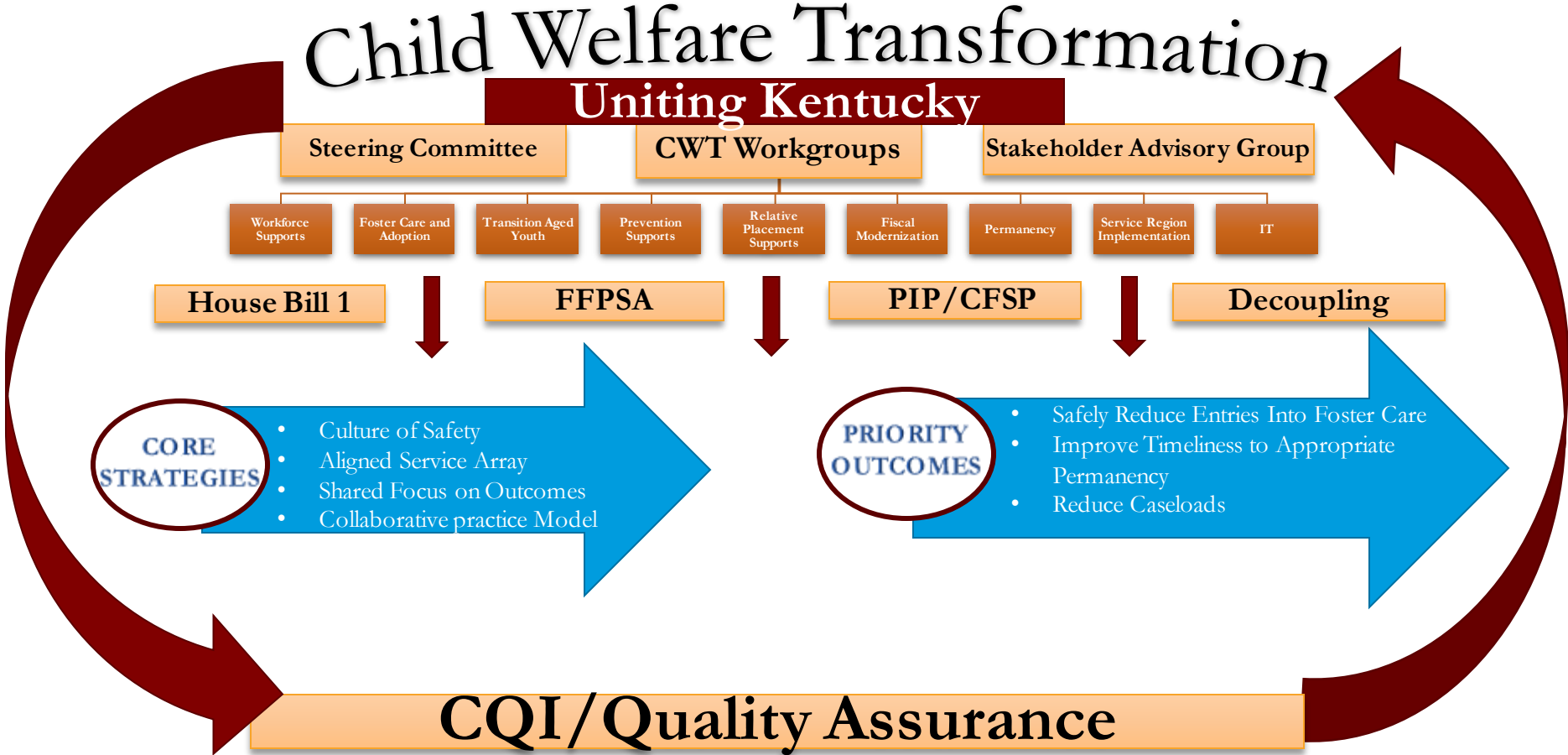
# Maryland Governance Structure



# District of Columbia Family First Prevention Work Group



# Kentucky Governance Structure



# LA County Family First Governance and Planning Structure

