Systems Alignment:
Developing and Implementing a Sustainable and Effective Governance Structure
Why Invest Time in Aligning your System?

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?

• **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

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

✓ **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

• 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

• 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

➢ 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
District of Columbia
Family First Prevention Work Group
Kentucky Governance Structure
LA County Family First Governance and Planning Structure

CDSS FFPSA State Committee

LA County FFPSA Leadership Team

CDSS Part IV QRTP

FFPSA-in-LA Advisory Team

CDSS Part I Prevention

Candidacy Workgroup

Service Array Workgroup

QRTP Workgroup

Expectant and Parenting Youth

Fiscal & IT Workgroup