

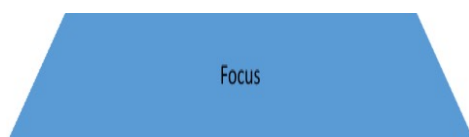
Adams County CMP Strategic Plan
March 2021



The Adams County Collaborative Management Program (ACCMP) is designed to promote a collaborative system of local-level interagency oversight and provide individual services and support teams to assist families with children and youth that would benefit from integrated multi-agency services. ACCMP has established processes to address risk sharing, resource pooling,

performance measures and outcome monitoring, and training. Using an organization impact framework that includes focus, strategy, people and progress stakeholders met to explore each component during the strategic planning session on March 9, 2021. The meeting was attended by both MOU partners of the ACCMP and stakeholder.

A SWOT analysis was created through key informant interview and discussion during the strategic planning meeting. This process provided the group the ability for stakeholders to provide insights and dig deeper into strengths, weaknesses, opportunities and threats. The SWOT identified how ACCMP is doing well and where it can improve, both from an internal and external perspective. This SWOT can assist the CMP as a reflection point as they review, refresh and add to the strategic plan annually.



The focus of the ACCMP is to reduced duplication and eliminate fragmentation of services provided to children and families who would benefit from integrated multi-agency services.

Purpose	Vision	Mission	Values	Identity
---------	--------	---------	--------	----------

Collectively the partners of the CMP work together to increase the quality, appropriateness and effectiveness of services delivered to children and families who would benefit from multi agency services to achieve better outcomes for those they serve. Stakeholders discussed the ACCMP unique differentiators. During the conversation on focus the following themes were identified as tactics to for growth:

- **Vision:** Refreshing the vision to clarify and strategically align with existing efforts within Adams county.
- **Values:** Through values mapping identify and engage aligned stakeholder.
- **Identity:** Update visual identity and messaging to increase understanding of the CMP.



The focus of ACCMP is at risk children and youth ages birth through 21 years of age and their families who could benefit from a multi-system integrated service plan or multi-system approach.

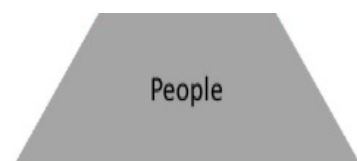
Programmatic	Resource Development	Performance Measures
--------------	----------------------	----------------------

Currently ACCMP has strategy measures that include:

- 75% of MOU partners agencies contribute resources at a service level either through in-kind or actual funds.
- CMP has in place and is guided by continues improvement process.

The structure of ACCMP increases cost sharing among service providers within the county. Stakeholders identified the need to create and act strategically to maximum mission impact in the areas of programmatic, resource development, and performance measures. During the conversation on strategy the following theme emerged as tactics to for impact:

- **Programmatic:** Increase care coordination to ensure lasting impact.
- **Programmatic:** Review intervention and where they are being delivered with an aim of increasing the number of youth and families served annually.
- **Performance Measures:** Develop a robust continuous improvement plan (CQI) that is data driven.



Adams county as a whole is committed to ensuring child, youth and families thrive. Currently there are multiple initiatives and effort within the county to assist realizing that goal. Collectively stakeholders discussed those involved directly in ACCMP who are assisting in implementing the CMP's strategies. Additionally, the group mapped efforts within Adams county using the social determinates of health.

Leadership	Staff	MOU'd Partners	Stakeholders
------------	-------	----------------	--------------

During the conversation on people the following themes surfaced as tactics to increase alignment and buy-in:

- **MOU'd Partners:** Identify missing partners and develop strategy to engage.
- **MOU'd Partners:** Increase decision maker participation.
- **Stakeholders:** Increase the engagement of family members and youth.
- **Stakeholders:** Identify key stakeholders and determine leverage points and linkages that would aid the CMP's progress to advanced their mission

To increase progress using the people involved in the CMP stakeholders discussed the need to have a structure that is effectiveness and efficiency. As a group it was important that the work



of the CMP was consistent and coordinated to advance the mission. Currently ACCMP has progress measures that include:

- 75% of MOU partners attend 75% of meetings
- Family member(s) or Family Run Organization participate on the IOG

The ACCMP meets bi-monthly to education and inform each other about services and programs that assist children, youth and families. They work together to find ways to address and resolve these problems.

Action Planning	Bi-monthly exec. meetings	Bi-monthly CMP meetings	Workgroups	Weekly ISST meetings
-----------------	---------------------------	-------------------------	------------	----------------------

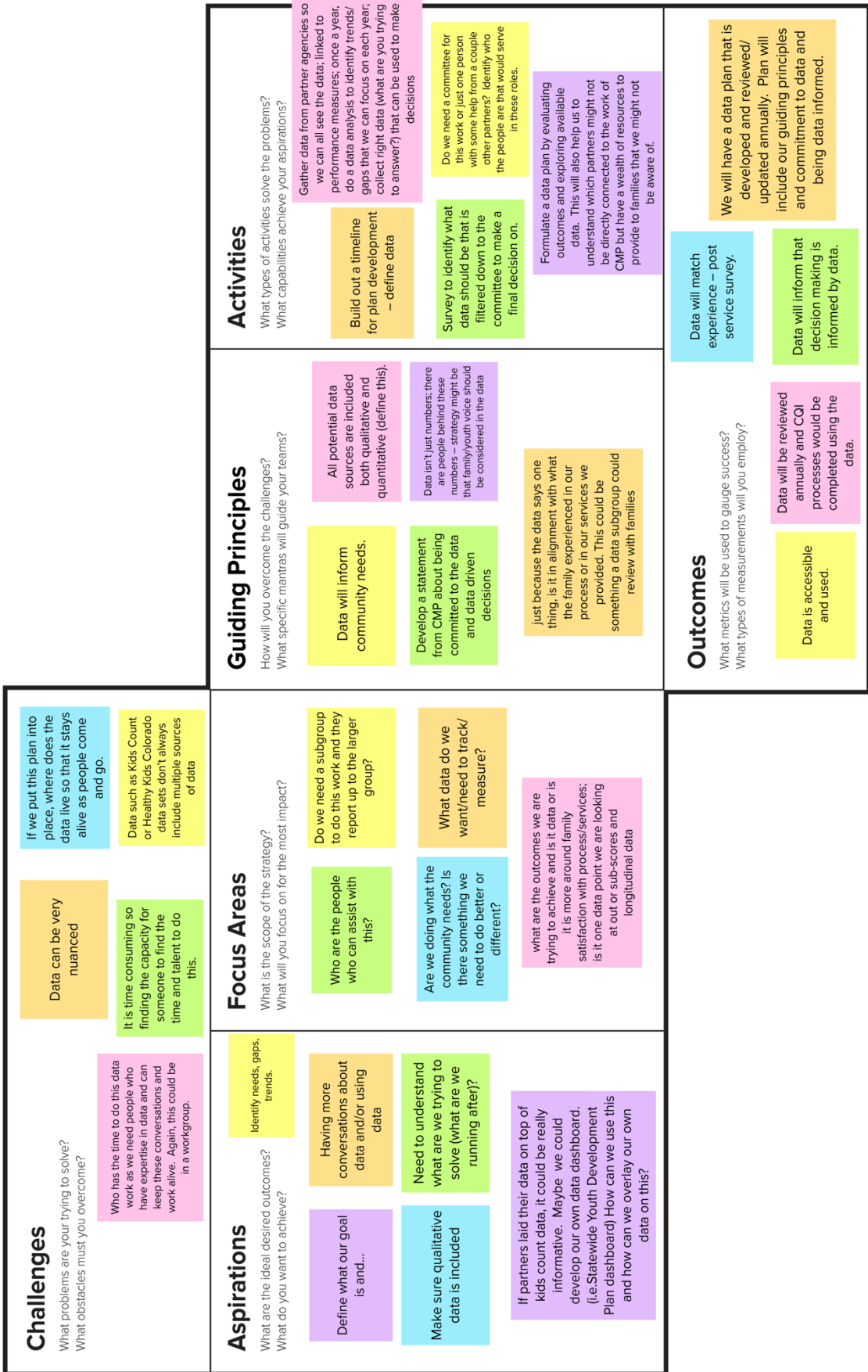
During the conversation on progress the following themes appeared as tactics to increase ACCMP's progress:

- **Action Planning:** Building a culture of accountability and put processes in place that keep everyone on track.
- **Action Planning:** Use CQI and data to increase the uses of data driven action planning.
- **CMP Meetings:** Review structure to streamline meeting time and increase action focus.
- **Workgroups:** Review workgroup structure and establish clear goals for workgroups efforts.

Strategy Blueprint - GOAL One - Active Partnership, increased collaboration at the CMP level

<p>Challenges</p> <p>What problems are you trying to solve? What obstacles must you overcome?</p> <p>Need to catch youth early on.</p> <p>Understanding what is everyone's role. Do we have the right people at the table?</p> <p>OG meetings are too large. Often there is not a lot of work that happens between meetings.</p> <p>Obstacle: FPPSA and Juvenile Justice Reform Act</p>	<p>Focus Areas</p> <p>What is the scope of the strategy? What will you focus on for the most impact?</p> <p>Get the right people to the table.</p> <p>Create active sub committees/task force</p>	<p>Guiding Principles</p> <p>How will you overcome the challenges? What specific mantras will guide your teams?</p> <p>Establish measurable goals related to number of youth served.</p> <p>Share your concerns!</p> <p>Facilitate meeting utilizing (red team handbook) techniques.</p> <p>Create a safe space for people to share their ideas.</p>	<p>Activities</p> <p>What types of activities solve the problems? What capabilities achieve your aspirations?</p> <p>Happy Hour / Networking Hour</p> <p>Sub committees create annual goals.</p> <p>Utilize the CQI process.</p>	<p>Aspirations</p> <p>What are the ideal desired outcomes? What do you want to achieve?</p> <p>Clarity around referral for ISSTs.</p> <p>Clear criteria for ISSTs and shared with IOG.</p> <p>Small, active sub committees/task force</p>	<p>Outcomes</p> <p>What metrics will be used to gauge success? What types of measurements will you employ?</p>
--	--	---	---	--	---

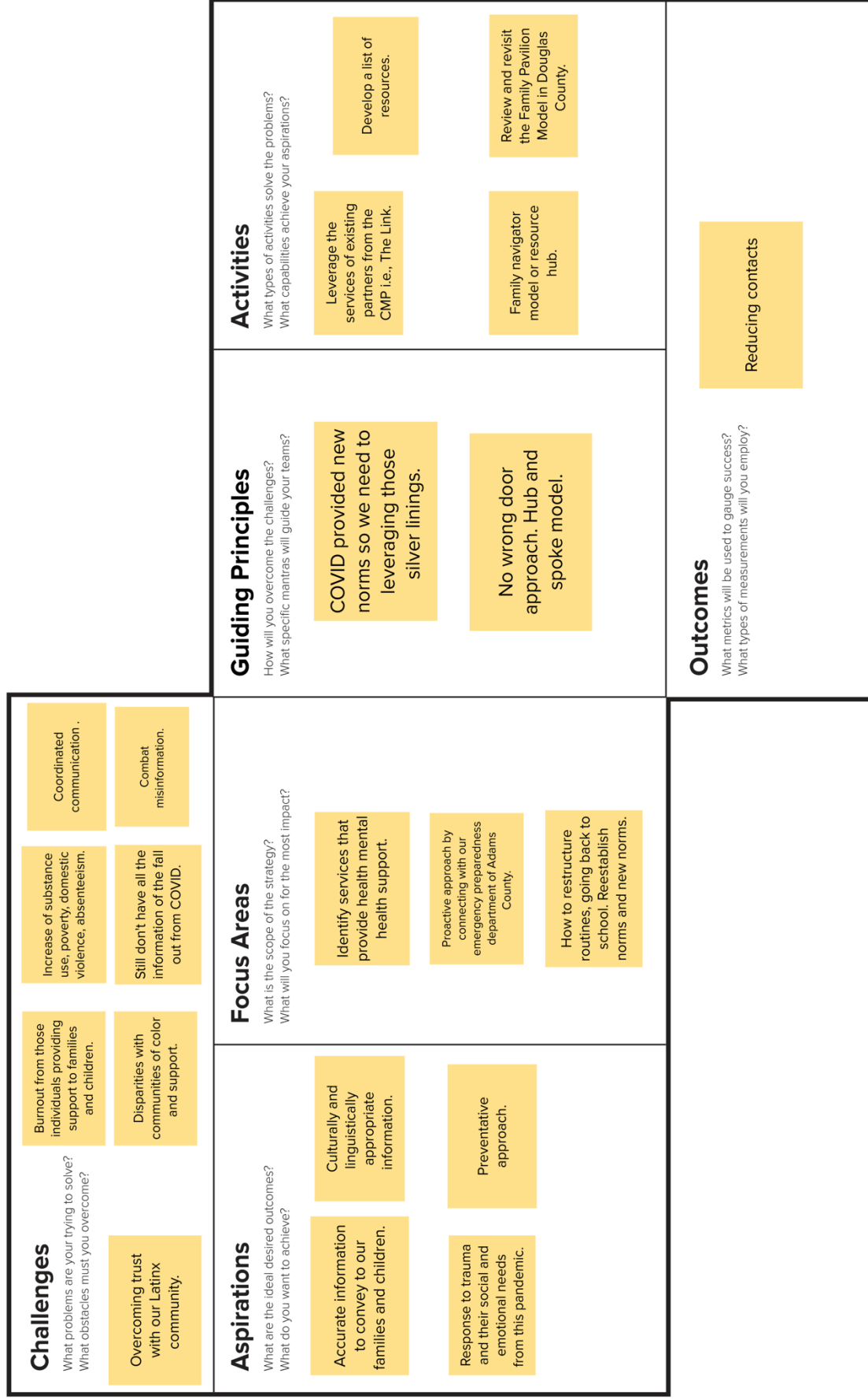
Strategy Blueprint - GOAL Two Data driven decision / CQI



Strategy Blueprint - GOAL Three Pathways to Services / Family / Youth engagement/Linked services/coor...

<p>Challenges</p> <p>What problems are you trying to solve? What obstacles must you overcome?</p> <ul style="list-style-type: none"> Confidentiality Establishing the initial communication between agencies How do we get families to buy in/engage in the process Making sure that we know about what agencies are involved Identifying the members of the team working with the youth and family Family having a distrust in the system 	<p>Focus Areas</p> <p>What is the scope of the strategy? What will you focus on for the most impact?</p> <p>One meeting with the whole team of people working with the youth</p>	<p>Guiding Principles</p> <p>How will you overcome the challenges? What specific mantras will guide your teams?</p> <p>Trying to simply the process for youth and families</p>	<p>Activities</p> <p>What types of activities solve the problems? What capabilities achieve your aspirations?</p>
<p>Aspirations</p> <p>What are the ideal desired outcomes? What do you want to achieve?</p> <p>Getting families to commit to engagement to keep them from getting further involved in the system</p>	<p>Outcomes</p> <p>What metrics will be used to gauge success? What types of measurements will you employ?</p>		

Strategy Blueprint - GOAL Four Trend/Patterns related to COVID Impact



ACCMP Values Mapping



CMP Roadmap Bright Ideas:



ACCMP County Efforts Mapping

