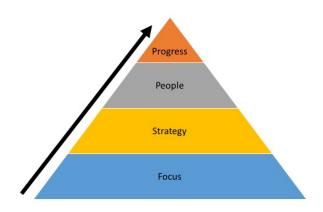
Adams County CMP Strategic Plan March 2021



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 multiagency 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

Strengths

- All mandatory partners have signed MOU
- Non mandatory partners have signed MOU (1 voting, 4 non-voting)
- Valued resources to support
- · Identified performance measures · Develop structure to coordinate
- Dedicated staff (1FTE)

Weaknesses

- Decision makers of MOU partner's do not always attend IOG meetings
- Family and Youth voice exist but needs strengthening
 Clarity on the role of the CMP and how it aligns with other county
- Connecting to other systems and engaging buy-in
 Ownership of community partners

Opportunities

- Partnership with county initiatives to leverage efforts of the CMP Partner and role clarification to increase effectiveness
 School partnership to increase access for families
- Results-based meetings and reporting

 • Link the work of CMP to social
- determinates of health for holistic

Threats

- COVID impact broader needs and challenges for families
- Using necessary data to increase data driven decision making
- Partners not feeling connected to CMP
- Competing needs and requirement of partners
- Performance measure understanding and clarity of impact
 Multiple initiatives in the county creating fragmentation

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.

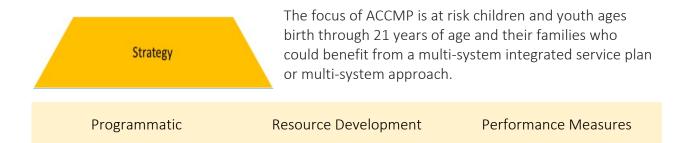


The focus of the ACCMP is to reduced duplication and eliminate fragmentation of services provided to children and families who would benefit from integrated multi-agency services.

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:

- <u>Vision:</u> 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.



Currently ACCMP has strategy measures that include:

- 75% of MOU partners agencies contribute resources at a service level either through inkind 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.
- <u>Programmatic:</u> Review intervention and where they are being delivered with an aim of increasing the number of youth and families served annually.
- <u>Performance Measures:</u> 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.

Progress

- Stakeholders: Increase the engagement of family members and youth.
- <u>Stakeholders:</u> 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

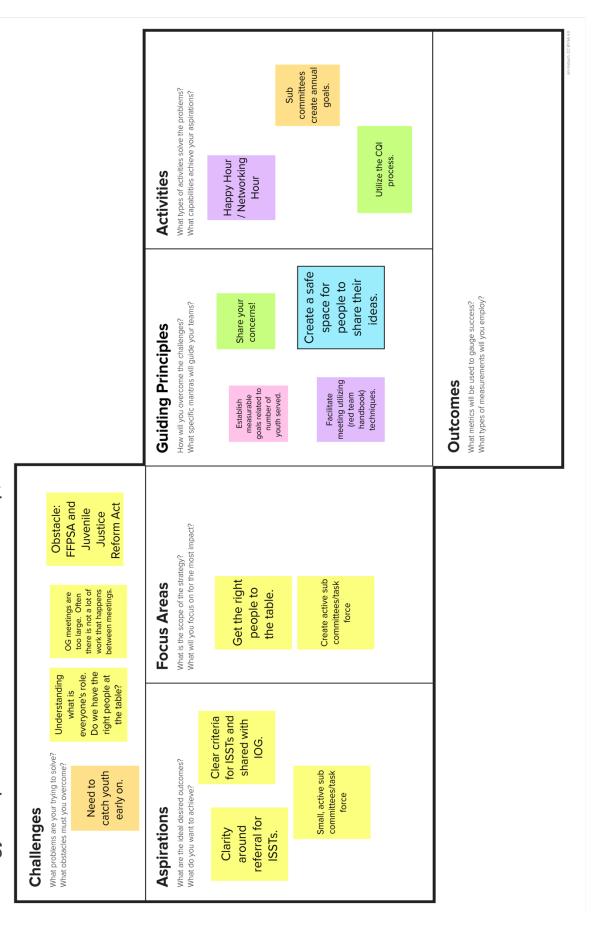
The ACCMP meets bi-monthly to education and inform each other about services and programs that assist children, youth and families. They work together to find ways to address and resolve these problems.

Action Planning Bi-monthly exec. Bi-monthly CMP Workgroups meetings meetings 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.
- <u>Workgroups:</u> Review workgroup structure and establish clear goals for workgroups efforts.

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



Strategy Blueprint - GOAL Two Data driven decision / CQI

What types of activities solve the problems? be aware of. Survey to identify what data should be that is committee to make a for plan development filtered down to the Build out a timeline Activities final decision on. - define data Data isn't just numbers; there are people behind these numbers – strategy might be that family/youth voice should be considered in the data quantitative (define this) sources are included both qualitative and All potential data What specific mantras will guide your teams? something a data subgroup could How will you overcome the challenges? hing, is it in alignment with what just because the data says one **Guiding Principles** the family experienced in our process or in our services we provided. This could be review with families Develop a statement from CMP about being committed to the data community needs. Data will inform and data driven If we put this plan into place, where does the data live so that it stays Do we need a subgroup to do this work and they or Healthy Kids Colorado alive as people come Data such as Kids Count nclude multiple sources of data report up to the larger want/need to track/ data sets don't always What data do we measure? and go. group? What will you focus on for the most impact? trying to achieve and is it data or is it is more around family satisfaction with process/services; is it one data point we are looking what are the outcomes we are at out or sub-scores and longitudinal data What is the scope of the strategy? Are we doing what the community needs? Is **Focus Areas** there something we need to do better or Who are the people who can assist with It is time consuming so finding the capacity for someone to find the time and talent to do Data can be very different? this? nuanced Identify needs, gaps, trends. work as we need people who have expertise in data and can keep these conversations and work alive. Again, this could be Who has the time to do this data what are we trying to conversations about Need to understand solve (what are we data and/or using running after)? Having more Plan dashboard) How can we use this in a workgroup. If partners laid their data on top of develop our own data dashboard. (i.e.Statewide Youth Development and how can we overlay our own kids count data, it could be really informative. Maybe we could What problems are your trying to solve? What are the ideal desired outcomes? What obstacles must you overcome? data on this? What do you want to achieve? Make sure qualitative Define what our goal Challenges **Aspirations** data is included is and...

What capabilities achieve your aspirations?

Gather data from partner agencies so gaps that we can focus on each year, collect right data (what are you trying to answer?) that can be used to make performance measures; once a year, do a data analysis to identify trends/ we can all see the data; linked to decisions

this work or just one person with some help from a couple other partners? Identify who he people are that would serve Do we need a committee for

CMP but have a wealth of resources to provide to families that we might not understand which partners might not be directly connected to the work of Formulate a data plan by evaluating outcomes and exploring available data. This will also help us to

Outcomes

Data will match

What types of measurements will you employ? What metrics will be used to gauge success?

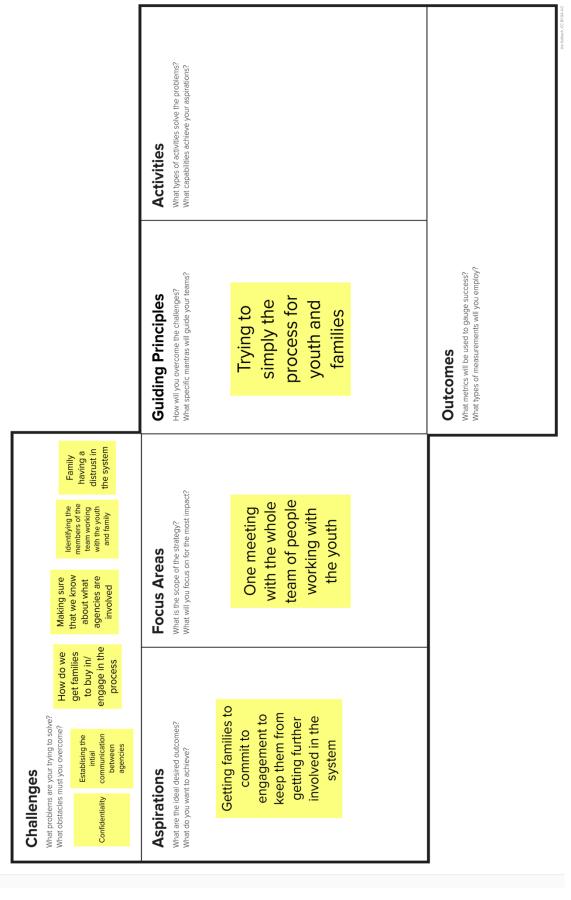
Data is accessible and used.

Data will be reviewed completed using the processes would be annually and CQI

Data will inform that decision making is experience - post service survey.

We will have a data plan that is include our guiding principles and commitment to data and updated annually. Plan will developed and reviewed/ being data informed. informed by data.

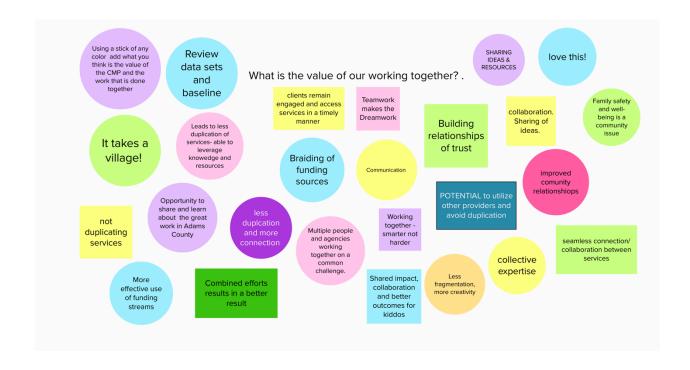
Strategy Blueprint - GOAL Three Pathways to Services / Family / Youth engagement/Linked services/coor...



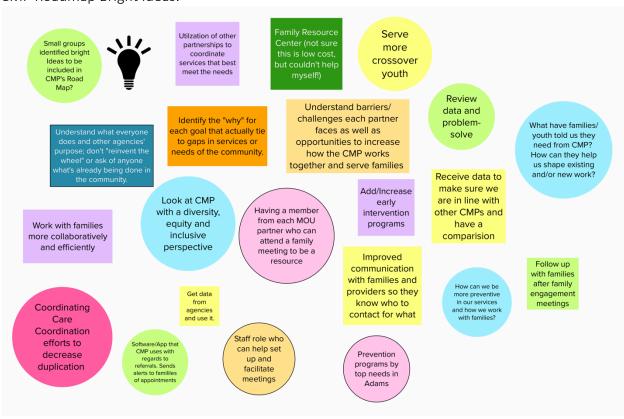
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		چه در د	Develop a list of resources.	Review and revisit the Family Pavilion Model in Douglas County.	
		s solve the problem: we your aspirations			
		Activities What types of activities solve the problems? What capabilities achieve your aspirations?	Leverage the services of existing partners from the CMP i.e., The Link.	Family navigator model or resource hub.	Reducing contacts
		Guiding Principles How will you overcome the challenges? What specific mantras will guide your teams?	COVID provided new norms so we need to leveraging those silver linings.	No wrong door approach. Hub and spoke model.	Outcomes What metrics will be used to gauge success? What types of measurements will you employ? Re
Coordinated communication .	Combat misinformation.	mpact?	at cal	.s. to	
Increase of substance use, poverty, domestic violence, absenteeism.	Still don't have all the information of the fall out from COVID.	Focus Areas What is the scope of the strategy? What will you focus on for the most impact?	Identify services that provide health mental health support.	Proactive approach by connecting with our emergency preparedness department of Adams County. How to restructure routines, goling back to school. Reestablish norms and new norms.	
Burnout from those individuals providing support to families and children.	Disparities with communities of color and support.	Foc What is What w	Culturally and linguistically appropriate information.	approach.	_
trying to solve? overcome?		d outcomes? ieve?		Preve	
Challenges What problems are your trying to solve? What obstacles must you overcome?	Overcoming trust with our Latinx community.	Aspirations What are the ideal desired outcomes?	Accurate information to convey to our families and children.	Response to trauma and their social and emotional needs from this pandemic.	

ACCMP Values Mapping



CMP Roadmap Bright Ideas:



ACCMP County Efforts Mapping

