



SYSTEM INTEGRATION STRATEGIES

The following are action steps that an organization/group may want to follow when integrating systems to improve services for children and families. These actions are grouped by overall strategy (i.e., “Principle”) and partnership stage (starting with “Getting Together” and finishing with “Going to Scale”).

Principle	1. Getting Together	2. Building Ownership and Trust	3. Strategic Plan Development	4. Taking Action	5. Going to Scale
Governance	<ul style="list-style-type: none"> • Help participants get to know each other • Accept responsibility for working together • Ensure all stakeholders are represented 	<ul style="list-style-type: none"> • Establish a collaborative • Create a common decisionmaking process • Develop a shared vision, mission statement, and principals • Create a forum for honest discussion • Get endorsement from elected/appropriate leaders as needed 	<ul style="list-style-type: none"> • Identify target population(s) • Include representative(s) from target population(s) • Plan the budget • Formalize agreements • Ensure there is shared ownership among partners, including program managers 	<ul style="list-style-type: none"> • Incorporate feedback from partners • Use knowledge gained from collaborative experiences with legislation, regulation, and protocols • Ensure there is broad implementation • Ensure there is agreement among partners before making changes 	<ul style="list-style-type: none"> • Focus the collaborative efforts on target population(s) issues • Obtain varied resource support • Be flexible and adaptable to change • Sustain the partnership • Ensure there is consumer representation

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Community and Public Engagement	<ul style="list-style-type: none"> Consider the public's perception of strengths, needs, and problems Develop appropriate strategies 	<ul style="list-style-type: none"> Gather perspectives of all target populations Ensure the plan reflects community concerns Ensure all stakeholders are involved 	<ul style="list-style-type: none"> Use public communication strategies to introduce the plan Ensure the plan addresses the concerns of the target populations Ensure all stakeholders are involved in the development 	<ul style="list-style-type: none"> Involve target populations in evaluation of services Ensure there is broad outreach to target population(s) Monitor target populations on an ongoing basis 	<ul style="list-style-type: none"> Communicate regularly Regularly gather feedback regarding services Ensure consumers participate on community boards Incorporate evidence based collaboration principles
Improved Results, Outcomes, and Accountability	<ul style="list-style-type: none"> Ensure there is agreement about what is/is not going well for children, families, and communities Discuss differences among the group Establish mutual goals for working relationships Establish measurable goals 	<ul style="list-style-type: none"> Analyze conditions Analyze target populations Prioritize strategies Determine necessary changes as a group 	<ul style="list-style-type: none"> Gather baseline information to measure goals Identify specific results Identify individual roles Determine what the collaborative wants to learn and how information will be used Identify systems for monitoring 	<ul style="list-style-type: none"> Establish a data collection system Track performance and manage information Ensure measures are fair and useful for feedback Assess indirect services/resources 	<ul style="list-style-type: none"> Develop a system to measure outcomes Be responsible for equitable outcomes Use outcomes for funding and policy decisions

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A System of Effective Services, Strategies, and Opportunities	<ul style="list-style-type: none"> • Ensure there is agreement about what will be an effective system of service delivery • Ensure there is agreement about what is/is not working in the community • Discuss promising approaches • Use a comprehensive approach to attain goals 	<ul style="list-style-type: none"> • Identify existing community assets • Ensure there is agreement about principals to include in collaborative strategies • Use current knowledge regarding effective service delivery 	<ul style="list-style-type: none"> • Ensure the strategic plan is comprehensive • Make appropriate connections across systems • Ensure all partners agree that the plan is comprehensive • Identify and assess current services to improve accessibility, integration, cultural appropriateness, and effective practice principles 	<ul style="list-style-type: none"> • Ensure the needs of children and families are addressed • Ensure there are linkages related to community capacity building and economic opportunity 	<ul style="list-style-type: none"> • Focus on delivering seamless/accessible services • Use economic opportunities and community revitalization strategies • Ensure services are culturally appropriate • Ensure delivery staff are reflective of target populations
Financing Resource Development	<ul style="list-style-type: none"> • Ensure there are resources in place to support initial group planning • Garner group commitment to securing and allocating resources for planning 	<ul style="list-style-type: none"> • Identify major public and private funding streams serving children and families • Identify potential funding for implementation of new strategies • Identify resources (other than money) • Use available funding 	<ul style="list-style-type: none"> • Conduct an inventory of financial resources • Agree to pool funds <u>and</u> reduce categorical boundaries • Agree to secure money and resources to meet goals • Ensure the finance plan is flexible 	<ul style="list-style-type: none"> • Establish who is responsible for disbursing funds to meet changing needs • Ensure staff and leadership development resources are sufficient • Mobilize community resources continuously 	<ul style="list-style-type: none"> • Ensure the collaborative has authority over funding streams to achieve goals • Determine whether funding is sufficient for full implementation • Ensure goals drive fundraising

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Organizational and Community Capacity Building	<ul style="list-style-type: none"> Identify potential leaders who are diverse Ensure potential leaders and participants reflect the target population(s) 	<ul style="list-style-type: none"> Develop inventory and community resources and programs Conduct assessments of current staff and leadership development activities using collaborative principles 	<ul style="list-style-type: none"> Ensure there is a leadership and staff development plan Ensure stakeholders are involved in leadership and staff development Ensure recruitment and staff development stress the value of diversity Support leadership development 	<ul style="list-style-type: none"> Create a staff development system Offer leadership development for the community 	<ul style="list-style-type: none"> Ensure training and staff development reflect principles of effective practices Ensure personnel systems reflect collaborative and guiding principles Offer interdisciplinary pre- and in-service training Ensure leadership development strategy nurtures collaboration