Your training team

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We are all Community Prevention Strategists at the Center for Communities That Care

Community Prevention and Wellness Initiative (CPWI) Division of Behavioral Health & Recovery

Washington State Health Care Authority

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Objectives: Participants will be able to …

- Explain the WHY of selecting programs/strategies that match their community's data priorities
  - State the reason for basing program/strategy selection on the community's data priorities
  - Explain the value of ensuring that programs/strategies a) fill gaps in resources, are both b) evidence-based AND c) feasible/appropriate for the community

- List steps for HOW to do that
  - Where to go to find those programs/strategies
  - Work with coalition members to determine 'fit'

- Craft options for empowering/engaging the coalition in each step of the strategic planning process

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Meeting agreements

- Assume positive intent
- Stay present (participate in discussion)
- Everyone gets a chance to speak
- Everyone listens
- One person talks at a time without interruption
- Respect all perspectives and ideas
- Start and end on time
- Manage personal space (cell phones, emails, other distractions)
- Other requests/suggestions?

Strategic Planning Process

Data
- Priority risk and protective factors
- Priority behavioral outcomes

Resources
- What's already working related to priorities?
- Where are the gaps in services?

The Plan
- Select EBPPPs to fill gaps
- Empower and engage coalition in making decisions together
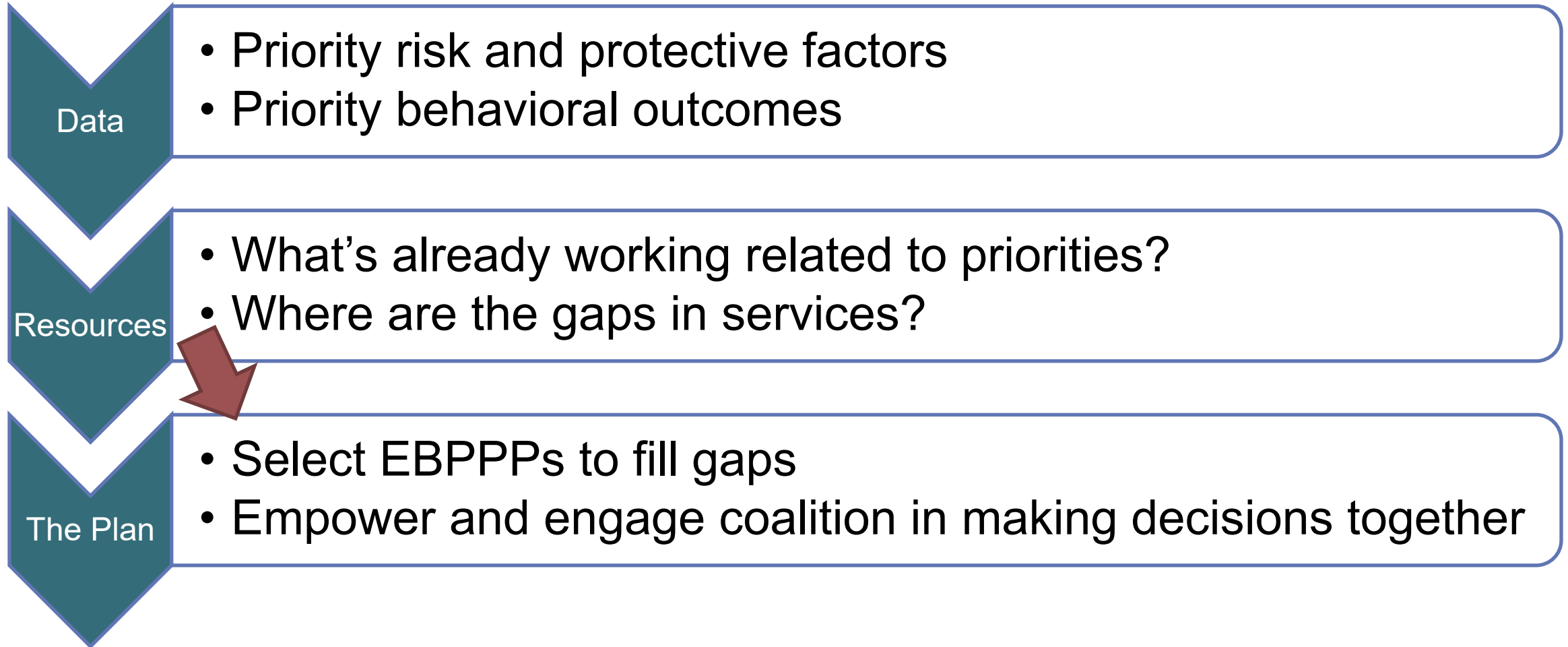
Find your match! (10 minutes)

1. Review your handout

2. Note the list of risk factors and one protective factor (everyone has the same list)

3. Note the Program or Strategy list on the bottom half of your page, and the risk and protective factors addressed

4. Talk to others in the room and find someone whose EBPPP addresses one of the priority RP factors

5. Write the name of the program you'd choose

6. Ask the person to initial your document

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Next steps

Create recommendations → INFORM → Inclusive PROCESS

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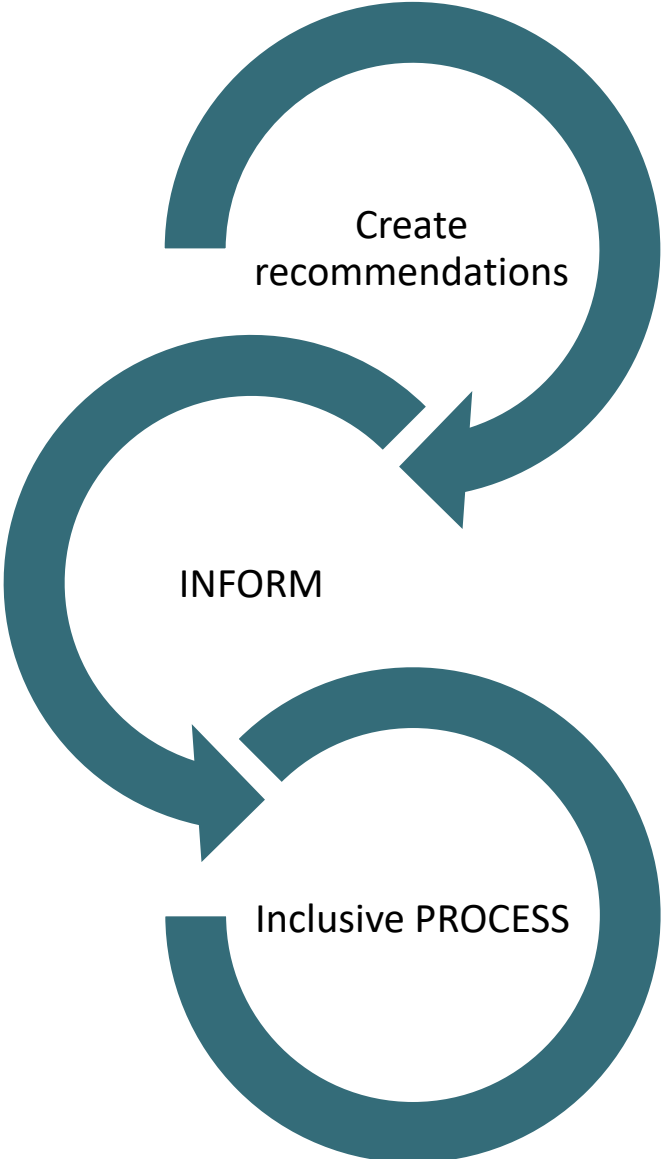
The big idea

Importance of **filling gaps** with **services we know will work** to **impact the community's priorities** (risk/protective factors and behavioral outcomes)

Filling the gaps

1. Started with community data priorities

2. Looked to see what resources ALREADY are working to address those priorities

3. Identified GAPS in those services:
   - Nothing at all
   - No EBPPPs
   - What's there needs strengthening in some way

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We know will work ...

Part 1: what's the evidence about what works to address those priorities?

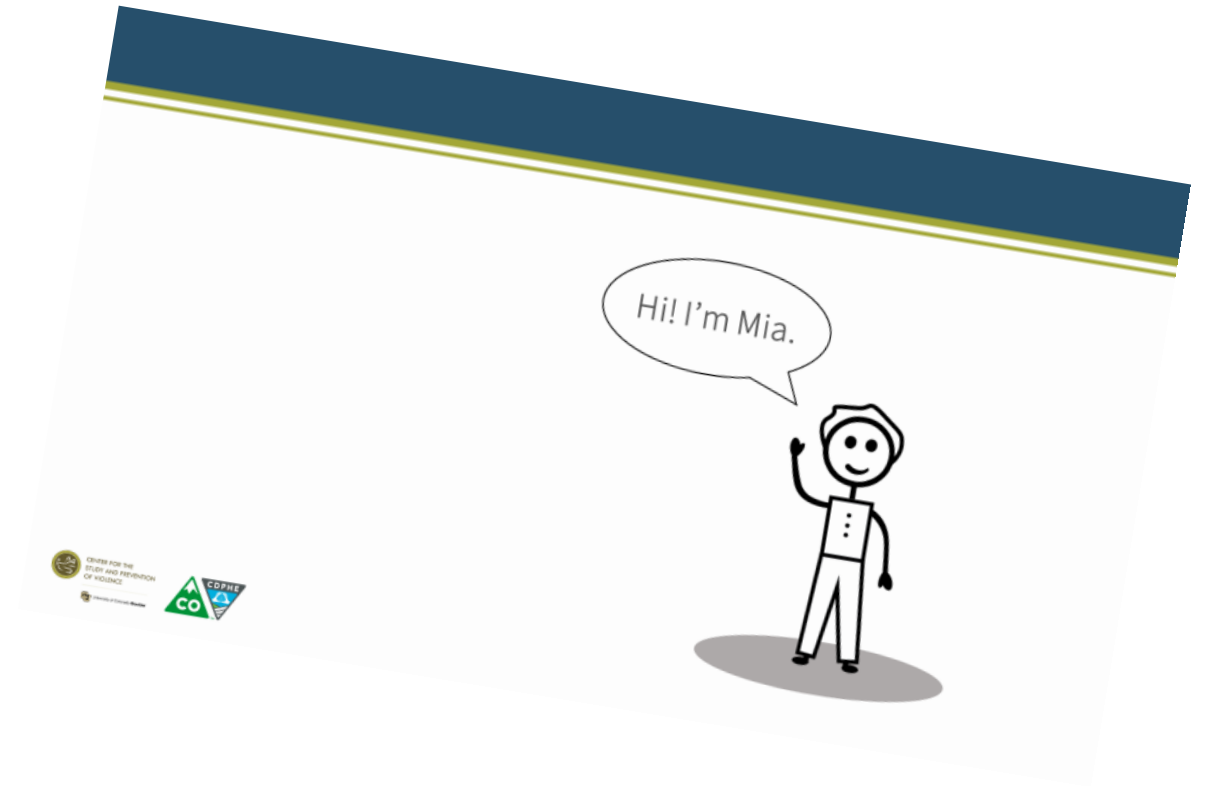- Research base made easy – use the lists!

Part 2: does it fit, here?

- Which options from these lists are feasible for us to implement?

Impact the community's priorities ...
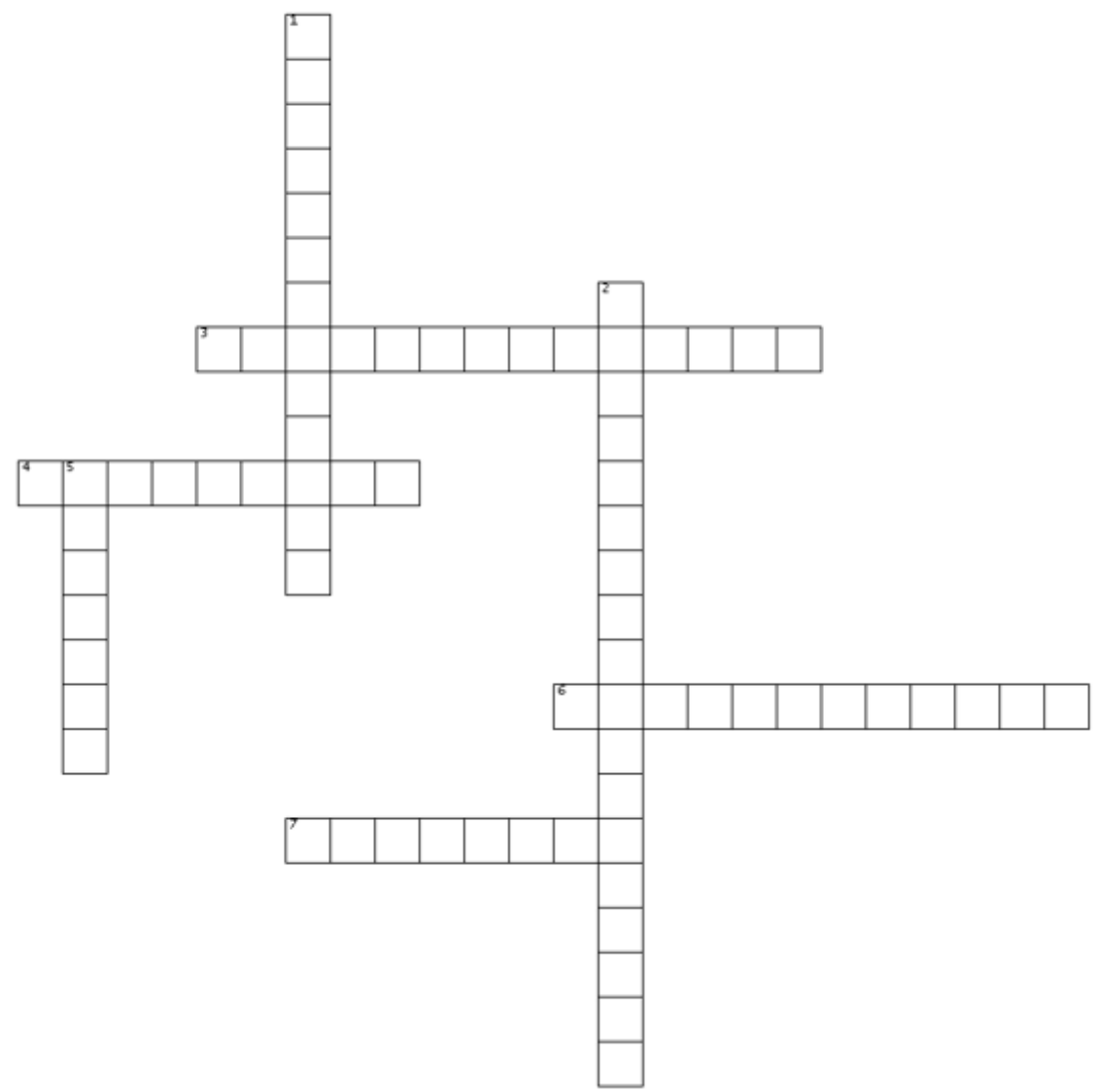
Build a comprehensive plan

- With strong population reach (3 types of prevention)
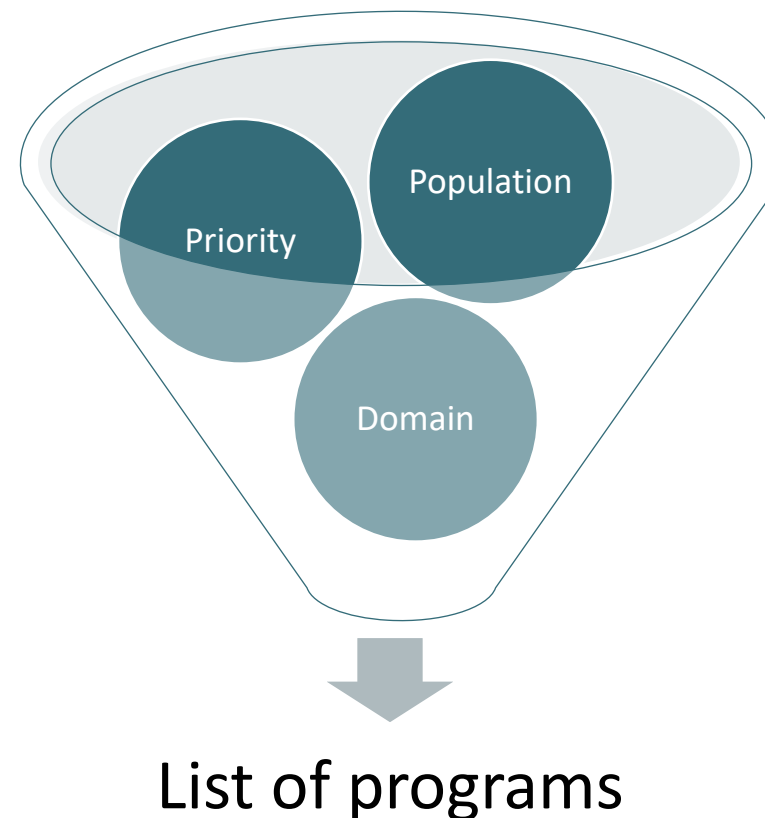- And across multiple domains

Hi! I'm Mia.

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Activity

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The Lists and how to use them

Blueprints

Excellence in Prevention Strategy List

Tribal Prevention Programming

List of programs

Your turn!

At your tables

- One assigned gap

- Use Blueprints registry

- Write up a short list of programs or strategies that could possibly fill that gap

- Bring one burning question to discuss with the full group

Break

Other forms of evidence

Sometimes: Push back on EBPPP lists

STARR in 5-Town, Maine:

- Goal: increase community opportunities for positive involvement

- Found PALS on a list of EBPPs – but only tested in low income housing projects in big cities

- Worked with developer to adapt to rural area

- Created a change in their local afterschool system by engaging ONE GROUP OF ADULTS AT A TIME

- Offered training for afterschool program providers in the SDS and contingent-based reinforcement

- Ended up with a common registration system, staff training and afterschool transportation system

Balancing with other types of evidence

- Read *What Works in Prevention* https://www.dshs.wa.gov/sites/default/files/publications/documents/22-1662.pdf

- Consult guides for best practices to identify components of effective programs

- Be aware of what DOESN'T work

- Ask for evaluation information from program providers offering services not on 'the lists'

- Respect community voice and experience about what works in specific contexts - use qualitative techniques to listen and learn

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Reflect and discuss
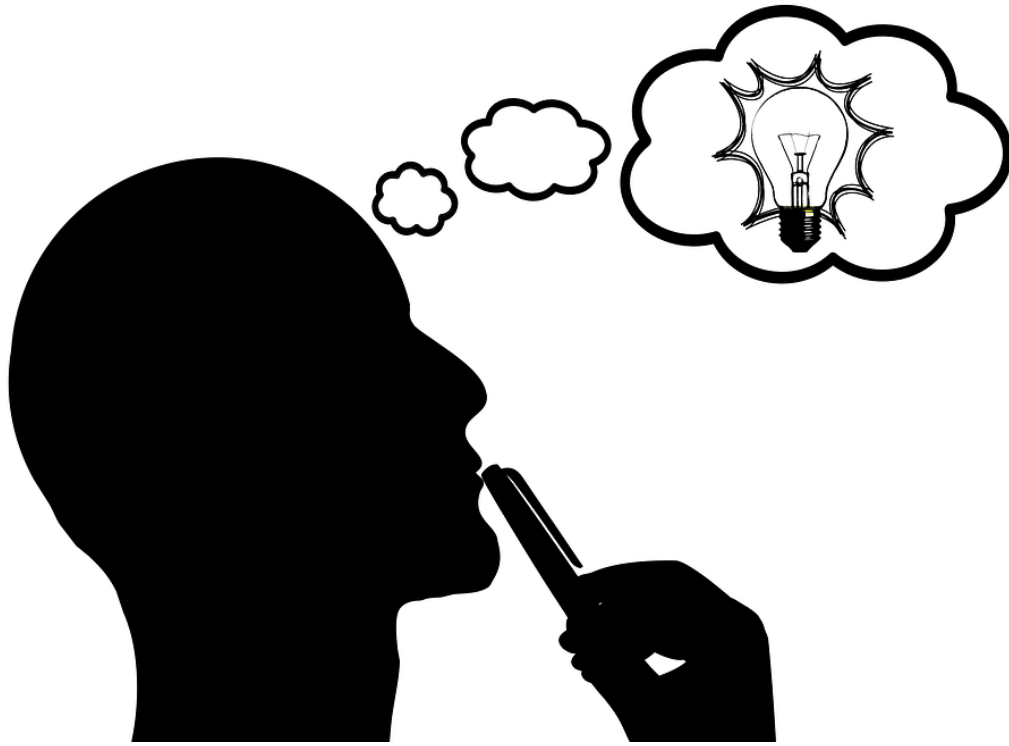
1. Individually, jot down questions or comments

2. Pairs or tables: discuss

3. Full group: popcorn questions

The end game for resources workgroup

- Summary of recommendations to present to full coalition

- The 'short list' of new EBPPPs to consider

- Easy-to-digest summaries of the short list to allow members to make informed decisions

Activity: does it 'fit', here?

Individually

- Use sample recommendations
- Draft list of questions about 'fit for our community' that would need to be answered prior to final decision

With Shoulder Buddy

- Compare/discuss your questions

Table group

- Compare/discuss your questions
- Write your questions on the flip chart to post during lunch
- Decide on one burning question to bring to full group

Before leaving for lunch

- Post your flip chart where others can stroll by to see it

LUNCH!

- Please post flip charts
- Sometime during lunch, please walk around and learn from others' ideas!

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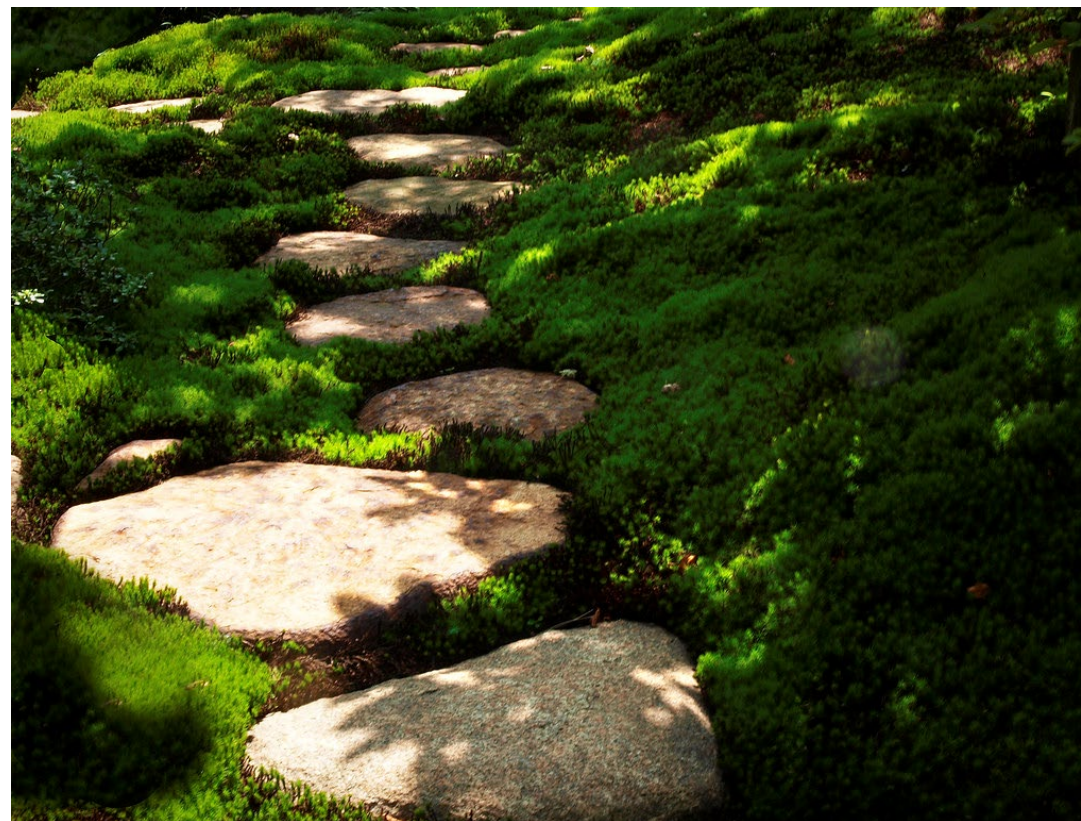
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Discussion

- Table groups share their burning questions from before lunch

- Brainstorm solutions

Possible next steps to determine 'fit'

- Community like us already implementing it? Talk with them!

- Discuss pros/cons with agencies likely to be able to implement

- Get City Council buy-in

- Other?

Jot down some ideas for your community …

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Program/Strategy Walk

1. Find the 'Program/Strategy Walk' handout

2. Gather a group of 4 from your table

3. Find a poster on the wall, and together read it, and jot down notes about the programs and strategies described – answering questions in the handout

Materials the workgroup can prepare

1. Recommendations summary
2. Reminder about 3 types of prevention and comprehensive approach
3. Presentations – summary and one for each proposed program
4. Grid of programs/strategies
5. Program walk worksheet questions specific to the example grid

- After review:
- 10 min: In quads, start to fill in a row in the Program Strategy Grid about one of the programs or strategies you found this morning
- 5 min: Individual reflection: Inclusion is so important! Who on coalition will help prepare these materials?

In-the-room activities for Strategic Plan decisions

Worksheets to help process

- Program/strategy walk

- 'Considering' worksheet (plus/minus/interesting)

- Program research worksheet

How you organize the room matters!

Example

- Review the *Considering Programs and Strategies* worksheet

- Complete the questions for one of the programs/strategies you've discussed today

Break

How does a coalition make decisions?

30,000 ft view

- Big idea overview of possible range of decision-making options

- One size probably won't fit all

- May want different options for different stages in the process

- Note: we won't be able to get the 'how' to use these options; will be able to describe them
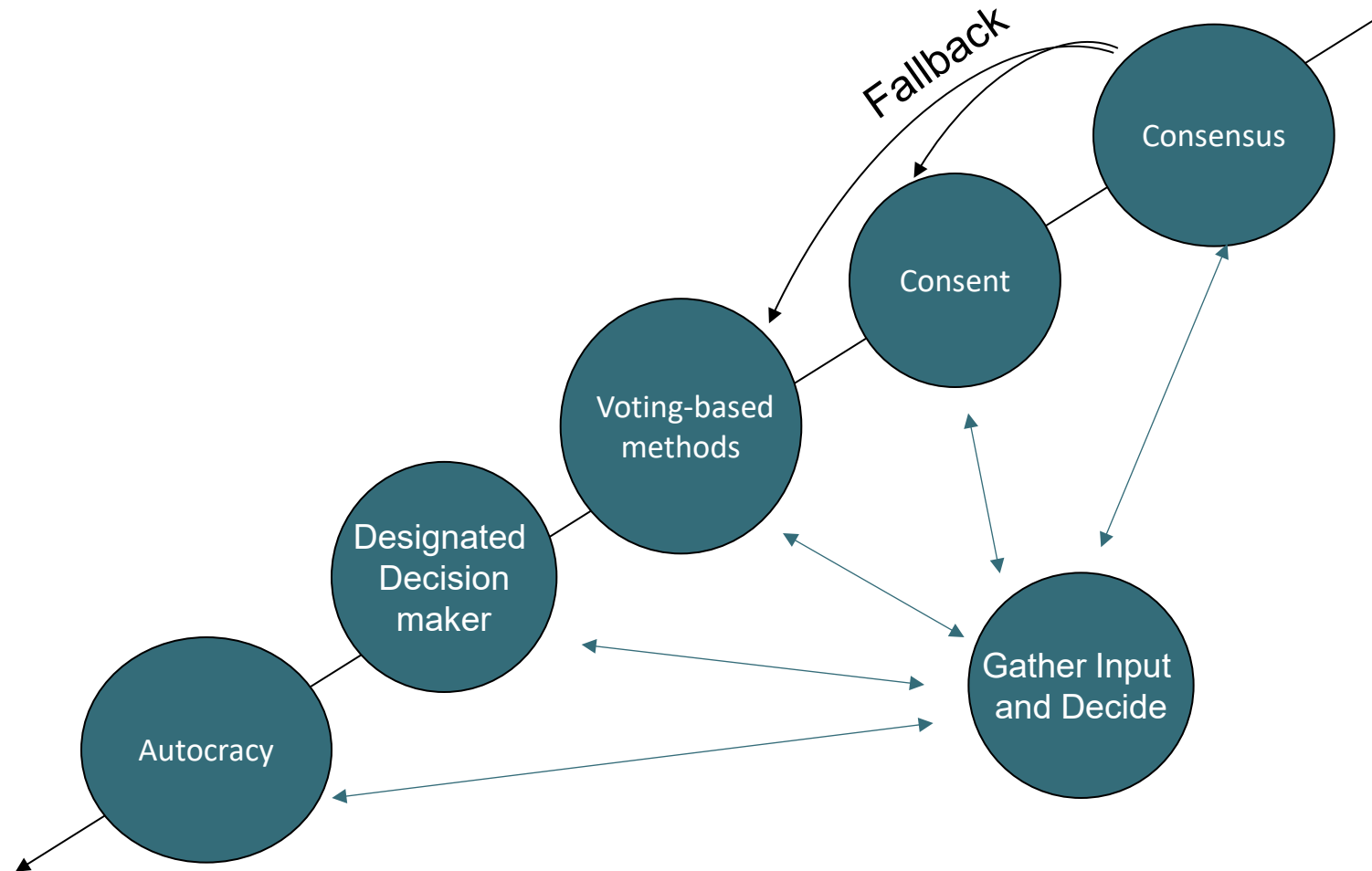
Two Key Elements

- **Decision-making rules & values**
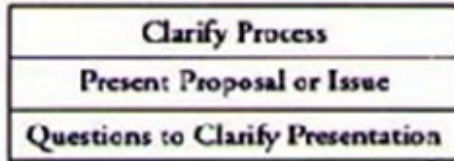- Processes for group approvals or decision-making

Factors: deciding degree of participation in decisions

- Member buy in needed

- Time Available?

- How important or inconsequential is this issue?

- Information or Expertise needed? Who has it?

- Capability – how capable & experienced are people in making decisions as individuals or as a team?

- Building Teamwork? What's the potential of using this issue to build a stronger team?
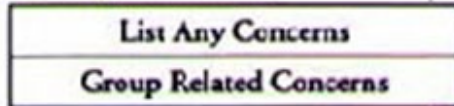
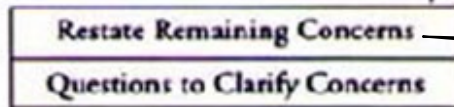# Degrees of Participation in Decision Making

The Formal Consensus Process
www.consensus.net

Introductions
- Clarify Process
- Present Proposal or Issue
- Questions to Clarify Presentation

Level 1
Broad Open Discussion
- Group Discussion
- Call for Consensus

Level 2
Identify Concerns
- List Any Concerns
- Group Related Concerns

Level 3
Resolve Concerns
- Resolve Grouped Concerns
- Call for Consensus
- Restate Remaining Concerns
- Questions to Clarify Concerns
- Discussion Limited to Resolving One Concern at a Time
- Call for Consensus

CONSENSUS

Alternative Closing Options
- Stand Aside
- Send to Committee
- Declare Block
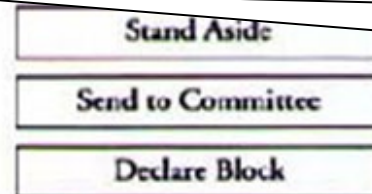
Our adaptations to this flow:
1. We don't incorporate 'blocking' – instead we hear concerns and address those as best as possible.
2. Only LC members vote, but anyone can list a concern during that first round of discussion.
3. We often list our concerns in small groups for discussion first, and then have groups report out any lingering concerns that weren't resolved within their small group for the whole council to hear.

This is where we'd restate any remaining concerns and call for a vote (after all of the concerns have been heard and addressed). Voting = 1) agree, 2) disagree, or 3) stand aside.

Some Voting Options

- Simple majority

- Super-majority: 60%

- Can choose to require must be present to vote (or not – vote via email, survey or phone)

- Can choose to require quorum (50% or more (often 60% or 2/3) of eligible voters are present/vote)

- Can choose to restrict voting eligibility, e.g.:
  - Must have attended meeting(s) in past quarter
  - Must be 'active' member

- Can choose to create rules on communication related to decision-making meetings
  - Required advance notice of X days when decisions will be held at a meeting
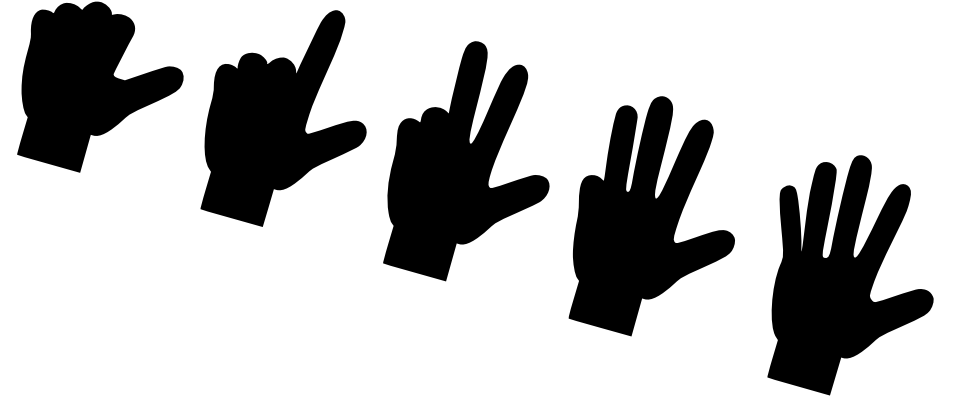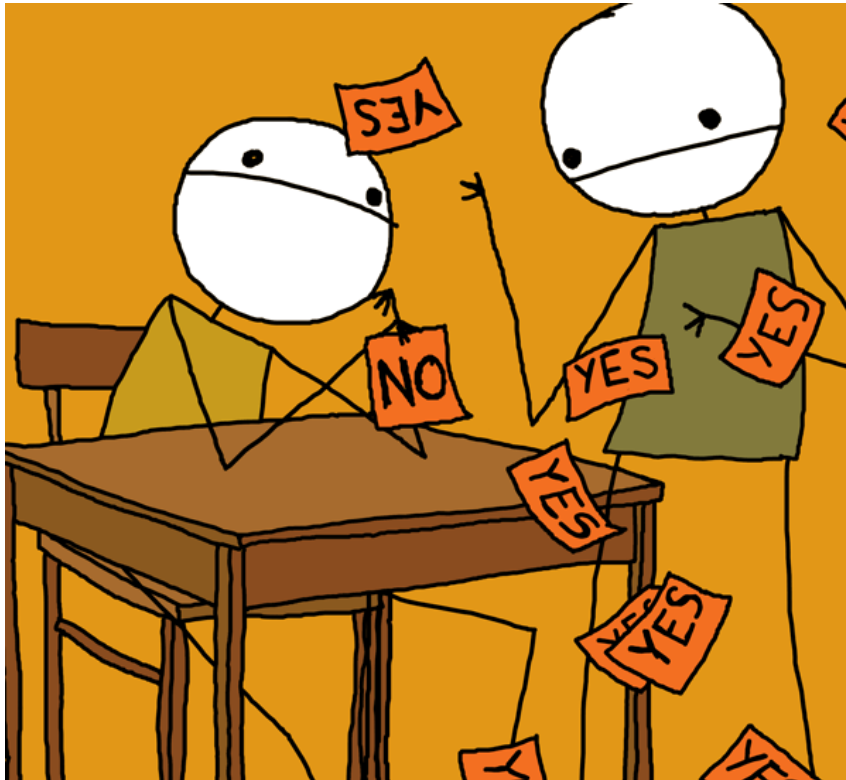
Two Key Elements

- Decision-making rules & values
- **Processes for group approvals or decision-making**

Sample Process

Review example

1. Advance work
2. Get all ideas out
3. Allow adequate processing time
4. Take temp!
5. Discuss ideas/ concerns
6. Decide

Decision-making for your coalition

Individual reflection

- Who in your coalition can provide support/advice in proposing a process for the Strategic Plan decisions?

- Which approach on the continuum could work for your coalition?

- Why?

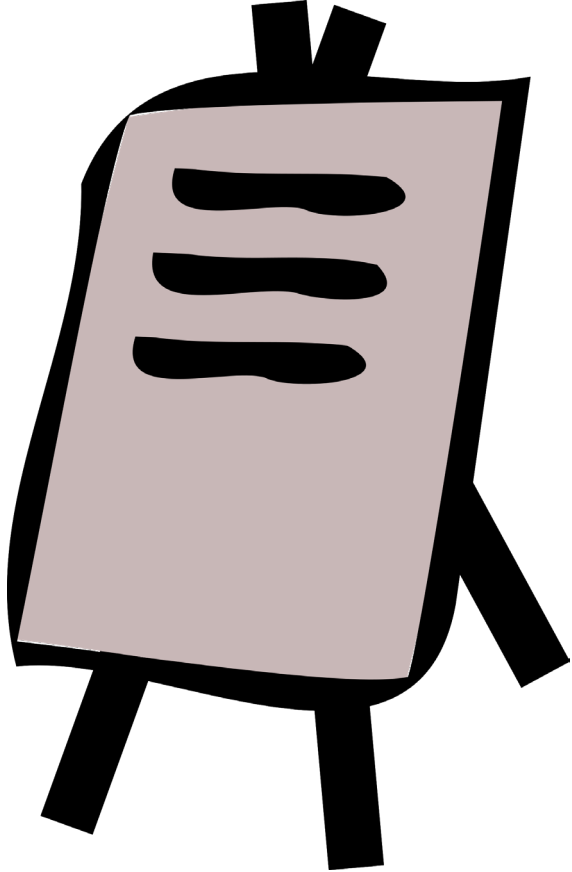*The Center for* **Communities That Care**

Your favorite techniques!

On a new flip chart

- Work with your table to list your favorite techniques for structuring group decision making

- Choose 1 technique to present to full group

Show & Tell!

Reflect on this event

Jot down for yourself:

1. What stood out?

2. Think

3. Feel

4. Do

Share with your table group!

Thank you & evaluation

https://www.surveymonkey.com/r/R77W3WJ

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Thank you!

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