

FAIRFAX COUNTY SUCCESSFUL CHILDREN AND YOUTH POLICY TEAM
December 2, 2015, 9:30 a.m. – 12 noon
Gatehouse Administration Center Room 3050

Agenda

- 1. Welcome and Introductions**
- 2. Discussion: Governance and Accountability Structure**

For the SCYPT to be effective as the leadership group for collective impact efforts regarding children and youth outcomes, we need to ensure that the SCYPT has in place (1) appropriate processes for defining priorities and making decisions, and (2) a structure that supports the and maintains the relevance of the SCYPT's role within the community and among the numerous child, youth, and family serving systems. Today's discussion will focus on making decisions and reaching consensus on:

- The role of the SCYPT and members' responsibilities;
- A process for making data-driven decisions, setting priorities, and interacting with other coalitions, initiatives, and systems; and
- SCYPT membership.

Decisions from today's meeting will be among those used as a basis for a revised SCYPT charter, to be presented to the SCYPT for adoption at its next meeting.

- 3. Items and Announcements Presented by SCYPT Members**
- 4. Adjourn**

“One Fairfax”

Thriving People ❖ Thriving Economy ❖ Thriving Communities

A Governance and Accountability Structure for
Successful Children and Youth

Proposed Ground Rules

- Everyone's input is important
- Start on time/end on time
- Listen with an open mind, and for commonalities
- Keep your commitments/ follow up and follow through
- Balance the need for thorough input with the need to move forward
- Don't just disagree, offer a doable alternative idea
- Speak to the point on the floor
- Define terms and acronyms
- Think broadly
- Support your position with data

SCYPT Core Responsibilities

- Develop a high-level policy agenda reflective of what we want for our community's children and youth
- Develop specific recommendations on policy and funding
- Set priorities for the child and youth serving (and supporting) systems
- Encourage and drive action among leadership in key sectors and organizations
- Coordinate/link major initiatives throughout the county
- Charter teams to address issues, when such teams do not exist

Role of SCYPT Members

- Provide strategic direction to the child and youth serving (and supporting) systems
- Serve as a visible champion on children and youth issues within the community and within one's sector and organization
- Model desired changes/policy directions within one's organization/sphere of influence
- Direct resources (funding, people, advocacy, attention, etc.) to address identified issues
- Provide a perspective from one's sector and serve as a voice of the sector, able to discuss current trends and efforts

Purpose of a **Governance and Accountability Structure**

StriveTogether's Accountability Structure Definition:

- The operating principles among the cradle to career partners about how they will interact with each other, accomplish goals, and improve outcomes over time, including the establishment of an anchor entity with core staff.

Purpose is to ensure we are set up to effectively:

- Use data to establish priorities and make decisions
- Engage and rely upon existing collaboratives, initiatives, and organizations
- Use a collective impact approach that is multi-sectoral
- Develop and implement strategies that result in population-level improvements

Governance and Accountability Structure: **Successful Children and Youth**

Thriving People ❖ Thriving Economy ❖ Thriving Communities



Collective Action Networks and Goal Teams to plan and align strategically around key outcome areas

Data-driven planning, decision-making, and accountability

Cross-System Operations, Management and Support to align work and resources across systems

Place-Based Focus to ensure all neighborhoods become the kinds of places that enable children and families to succeed and thrive

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Governance and Accountability Structure: **Leadership Focus**



Planning and decisions are guided by a **“One Fairfax” Leadership Focus** – a shared vision for Fairfax County’s children and youth, a common understanding of our problems, and a commitment to working collectively to address the challenges of children and youth in our community. The Leadership Focus is held by:

- **Leadership** – BOS and School Board, the CEX, the Superintendent, and other key sector leaders
- **Executive Strategy Groups** – County and FCPS executive and department-level leaders and other key sector executives. Tasked with strategic policy planning and resourcing
- SCYPT – As a **Policy Group**, SCYPT validates goals, monitors performance and trends, vets and endorses strategies, and makes policy recommendations

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Governance and Accountability Structure: **Collective Action Networks**



- **Collective Action Networks** plan and implement strategies within each outcome area.
- SCYPT may engage with existing system- or community-based teams, taskforces, committees, workgroups, coalitions, etc. or may form new CANs as necessary
- Level of CANs engagement in any given outcome area varies based on SCYPT prioritization

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Collective Action Networks and Goal Teams to plan and align strategically around key outcome areas

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Governance and Accountability Structure: **Data-Driven Planning, Decision-Making, and Accountability**

A Process for SCYPT Action:

Data Team presents high level report

SCYPT identifies priorities based on trends, disparities, or poor outcomes

Data Team, CANs, and subject matter experts drill down and present detailed data

SCYPT endorses a course of action/specific objectives

CANs develop and implement strategies

SCYPT endorses policy and resource allocation recommendations and monitors data

Traditional Approach: Pick One Area

TAKE AIM

		Pre-K 0-5	School- Age 6-10	Middle School 11-14	High School 15-18	Young Adults 19-21+
<i>Ready for College</i>	LEARNING	Children Enter School Ready to Learn				
<i>Ready for Work</i>	WORKING					
<i>Ready for Life</i>	THRIVING					
	CONNECTING					
	LEADING					

But What Happened to the
Rest of the Picture?

TAKE AIM

**Children Enter
School Ready
to Learn**

Alternative:

TAKE AIM

Learning to Focus Differently

		Pre-K 0-5	School-Age 6-10	Middle School 11-14	High School 15-18	Young Adults 19-21+		
<i>Ready for College</i>	LEARNING	Red	Yellow	Red	Red	Yellow	Shifting Red to Yellow, Yellow to Green	
<i>Ready for Work</i>	WORKING	Green	Green	Red	Yellow	Yellow		
<i>Ready for Life</i>	THRIVING	Red	Yellow	Yellow	Green	Green		
	CONNECTING	Yellow	Yellow	Green	Yellow	Red		
	LEADING				Pre-K 0-5	School-Age 6-10	Middle School 11-14	High School 15-18
<i>Ready for College</i>	LEARNING	Green	Yellow	Yellow	Yellow	Green		
<i>Ready for Work</i>	WORKING	Green	Green	Yellow	Green	Yellow		
<i>Ready for Life</i>	THRIVING	Yellow	Yellow	Yellow	Green	Green		
	CONNECTING	Yellow	Yellow	Green	Yellow	Yellow		
	LEADING	Yellow	Green	Yellow	Yellow	Yellow		

Governance and Accountability Structure: **Data-Driven Planning, Decision-Making, and Accountability**

It is through the practice of measuring performance, sharing outcomes, and aligning activities that drive system-level improvement.



Governance and Accountability Structure: **Data-Driven Planning, Decision-Making, and Accountability**

Three Types of Measures:

Shared Community Measures/Indicators

- Population-level outcomes
- Usually provided by government agencies in highly aggregate form
- Helps to answer: *“Are young people in our county thriving?”*

Collaborative Measures

- Measures aligned cross organizations to ensure all partners are collecting data consistently
- Identifies impactful practices that can be scaled across organizations
- Help to answer: *“What can we learn from each other to better serve our children, youth and families?”*

Individual Performance Measures

- Outcomes for which a school, agency or organization is directly responsible
- Measured through individual records in more complex data systems
- Helps to answer: *“How many of the students I serve improve their school attendance, and at what cost?”*

Governance and Accountability Structure: Successful Children and Youth

Thriving People ❖ Thriving Economy ❖ Thriving Communities



Collective Action Networks and Goal Teams to plan and align strategically around key outcome areas

Data-driven planning and accountability

Cross-System Operations, Management and Support to align work and resources across systems

Place-Based Focus to ensure all neighborhoods become the kinds of places that enable children and families to succeed and thrive

Governance and Accountability Structure: **Cross-System Operations, Management and Support**



- **With a focus on Cross-System Operations, Management and Support** SCYPT aligns the work and resources of the county and FCPS with the work of SCYPT and other community efforts.
- Level of focus on any given outcome area varies based on SCYPT prioritization

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Governance and Accountability Structure: **Place-Based Focus**

Place-based Initiatives:

- Focus resources in targeted areas
- Maximize impact by coordinating efforts
- Streamline redundant and disconnected programs
- Customize pipelines of services and supports based on unique strengths and needs of neighborhoods
- Identifies promising practices, opportunities, and barriers

Key Levers of Change:

- *Academic Foundation:* ON children and youth are provided with effective learning opportunities to address individual challenges and maximize gifts and strengths so that they are on course to graduate, pursue post-secondary education, and enter the workforce.
- *Family Resilience:* ON children and youth are able to focus on their future, free of concerns related to family crisis, caregiver stress, housing instability, or community violence.
- *Cultivating a Culture of Engagement, Connectedness, and Success:* ON Children and youth have strong aspirations and feel connected to a family, school, and community support network that believes and invests in their potential.



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Governance and Accountability Structure: **Strategic Perspectives**



Strategic Perspectives or guiding principles as we *move from "building a partnership" to impacting outcomes:*

- Invest in **Prevention** to get at issues at the earliest point possible
- **Engage the community** in planning and implementing solutions
- Use data and tools to focus on **Achieving Equity** and success for all groups
- Also working to develop a culture of continuous improvement and leveraging existing assets

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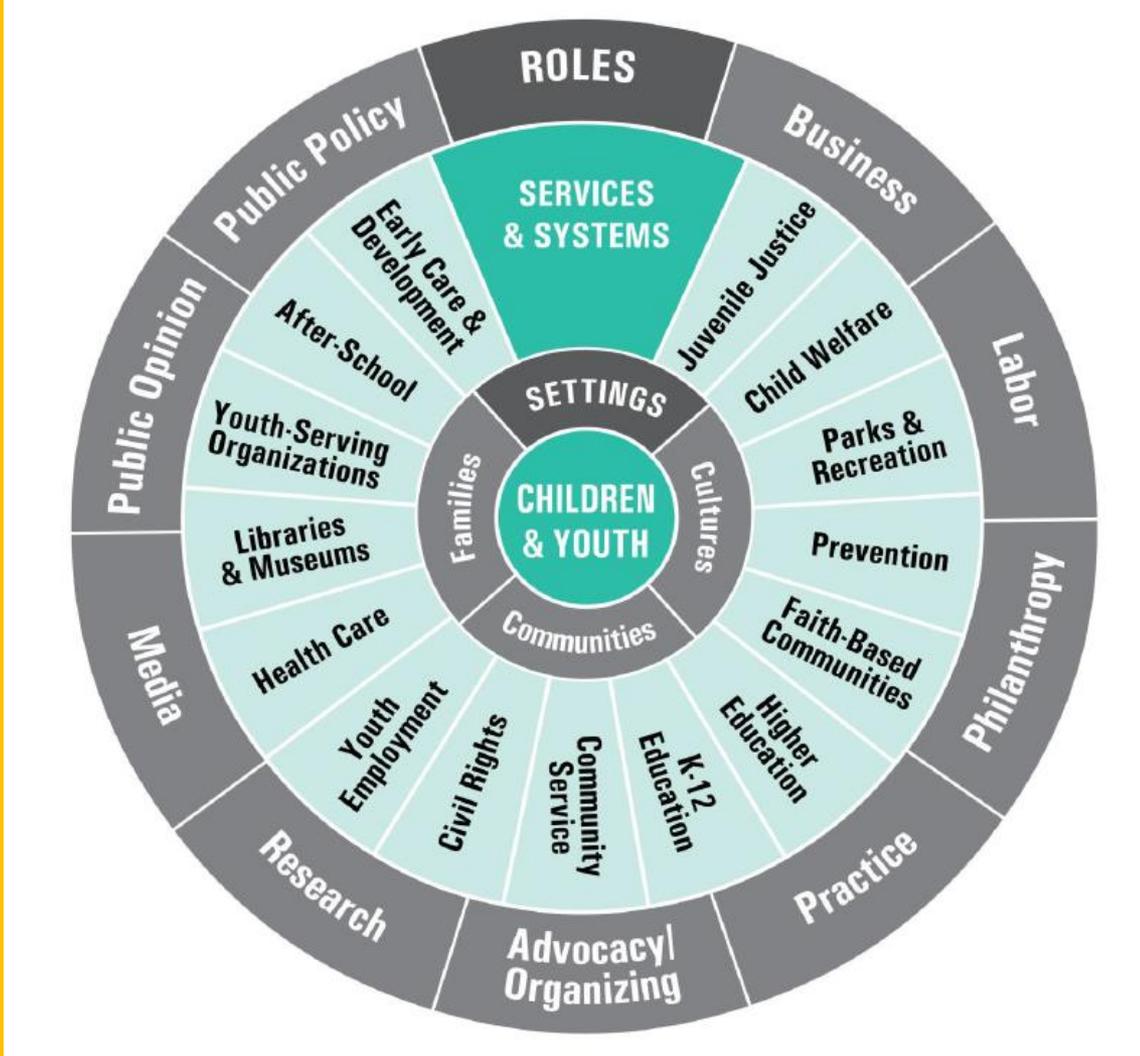
Place-Based Focus to ensure all neighborhoods become the kinds of places that enable children and families to succeed and thrive

Governance and Accountability Structure: **Membership**

- Who else should be represented on the SCYPT?
 - County Government
 - FCPS
 - Community
- Sector gaps:
 - Family
 - Advocacy
 - Higher Education and Workforce Development
 - Business

Governance and Accountability Structure: **Membership**

Stakeholder Wheel (Forum for Youth Investment)



Governance and Accountability Structure: **Key Points**

- The SCYPT's role is focused on priority-setting, policy, and systems and community leadership.
- The SCYPT needs to engage with CANs to develop a full understanding of an issue and to develop and implement improvement strategies.
- A data-driven process is necessary to guide the SCYPT's work.
- Full participation among SCYPT members is needed to ensure change.