



Systems of Care Expansion Advisory Team Strategic Planning Executive Summary

Introduction

This executive summary provides an overview of the strategic planning process the state Systems of Care (SOC) team is using to refocus and restructure its expansion team. The team has worked with a combination of technical consultants from Virginia Tech and SAMHSA for guidance and assistance in this process. The goal is to refocus the expansion team to one that is geared towards family engagement, fosters cross-agency and community collaboration centered on family engagement, and devises ways to expand and sustain Systems of Care across the commonwealth.

In addition to refocusing the group, it was equally important to determine which group structure (i.e. governance or advisory) would be most effective to achieve this new focus. Upon discussion with the grant Technical Consultant, it was determined that the efforts of the expansion team could best be achieved as an advisory team rather than a governance board. As such, the advisory team would make recommendations through appropriate agencies/channels as it relates to initiatives related to family engagement/family driven care. The name of the group was also changed to “Systems of Care Expansion Advisory Team” to reflect this alignment and the purpose of the group was updated to state “Impacting policy to promote family driven care.”

The sections below provide an overview of each strategic planning process as it relates to restructuring and refocusing the Systems of Care Expansion Advisory Team.

Strategic Planning Process

Goal and Objective exploration

Initial strategic planning efforts were conducted with the assistance of Virginia Tech (Richmond Location) through various mapping and brainstorming exercises. Members of the expansion team attended a 1 day strategic mapping workshop at Virginia Tech. The workshop was designed to help the group identify common goals and barriers across organizations with the intent of formulating team common objectives. Based on this workshop, three focus areas were identified by the group:

- Promote group to focus on family engagement
- Foster cross agency and community collaboration centered around family engagement
- Devise ways to expand and sustain Systems of Care across the Commonwealth

During subsequent meetings, the group realized that it needed to increase its family membership/presence to truly reach family engagement. As such, the original focus areas which were developed with minimal family input were revisited once family membership increased. From there, additional brainstorming exercises were conducted to ensure their voice was heard. From these brainstorming exercises, three new focus areas emerged:

- Developing a common language regarding SOC/family engagement



- Empowering families to be an active participant in all parts of the process (care, spreading the word, and policy/guidelines development),
- Collaboration (agency, family organizations, etc.)

Formulation of Vision, Mission and Values

Advisory Team members also participated in a directional strategy exercise (facilitated by the state SOC team) to assist in the development of group mission, vision and values. Based on this exercise, subsequent discussions, and a ballot vote, the group has the following mission, vision, and value statements:

Vision: A Virginia that supports family driven care where families of children and youth have shared responsibility with equal partnership and support systems towards achieving and sustaining their full potential

Mission: Our team seeks to promote the provision of an array of services that are community based, strengths focused, effective, culturally competent, family driven, youth guided, and individualized across Virginia.

Values Statement: Our team seeks to promote family driven care across systems of care in Virginia guided by the following values:

Embracing Family and Youth Voice & Choice:

- We recognize that all families and youth have strengths and expertise and their input is critical for improving policy & practice

Encouraging and Respecting Cultural Influences

- We promote cultural sensitivity, diverse representation, and perspectives that are essential to effective outcomes

Focusing on Outcome-based Work

- We focus on solution-focused work that demonstrates sustainable realistic outcomes towards system change

Fostering Collaboration

- We promote collaboration by breaking down silos, encouraging creativity, and supporting transparency

Solidifying Group Structure

In addition to mission, vision and values, the advisory team also met to discuss the decision making structure of the group. Based on group ballot vote, members will utilize a consensus building approach for decision making. The group has also decided on having a quorum (50% of families on roster present) as a meeting prerequisite to ensure family voice is represented in all meetings.

Next Steps

The state Systems of Care team is working on the following activities to move the initiatives of the team forward:

- Discussion with TA Consultant about various types of consensus building models as well as conducting independent research to assist the advisory group in developing their decision making structure.
- Assist the advisory team in finalizing major goals/objectives so they can start formulating action items for short and long range planning/activities.