



Integrating ABLe Change into Collaborative Practice: AOK Networks' Story

2018 Partner Plan Act Conference
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Learning Objectives

- Identify core systems thinking concepts and practices you may want to learn and/or apply to your CSD efforts
- Recognize the value of embedding systems thinking practices into core collaborative processes
- Summarize a few lessons learned about building systems thinking capacity



<http://systemexchange.msu.edu>

ABLE CHANGE PROCESS For Systems Change

- 1 Define a targeted problem
- 2 Understand the local system
- 3 Adopt a shared agenda for systems change
- 4 Design powerful systems change strategies
- 5 Build a climate for effective implementation
- 6 Promote quick wins
- 7 Embed an action learning process to support continuous improvement
- 8 Adopt a systemic action learning infrastructure



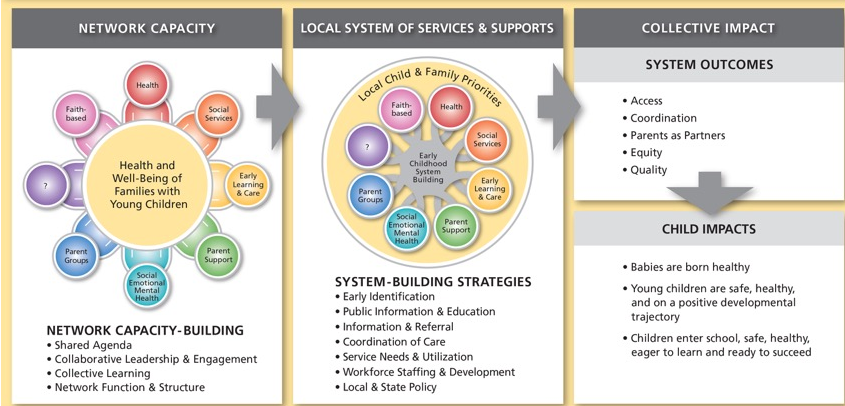
CONCEPTUAL FRAMEWORK

How AOK Networks Improve Child and Family Outcomes

AOK Networks are community-based collaborations that consist of people who share a common interest in helping families with young children get the best start in life. Knowing that individual program efforts are not enough, AOK Network partners work together to connect and coordinate services as they address current child and family priorities.

AOK Networks use system-building strategies to improve service access, equity, capacity, quality as well as families' satisfaction. As a result of working together, Network Partners generate even greater outcomes for young children and their families.

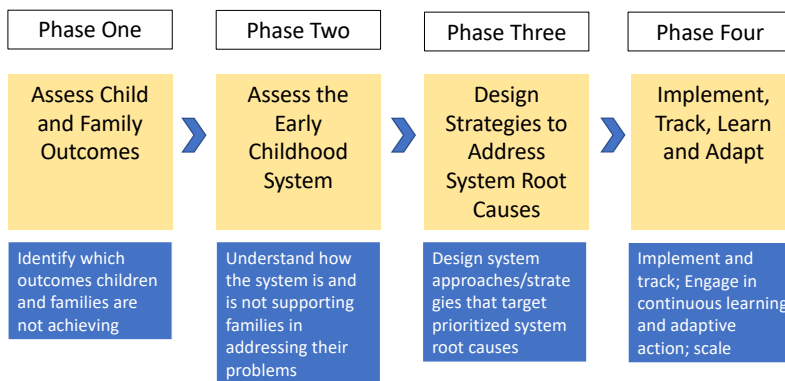
CORE SETS OF PRINCIPLES: COMMUNITY ENGAGEMENT • FAMILY SUPPORT • SYSTEM BUILDING



aoknetworks.org



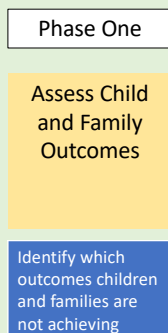
AOK Networks Five-Year Assessment-Planning-Action Process



Process is iterative rather than linear

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Child and Family Assessment

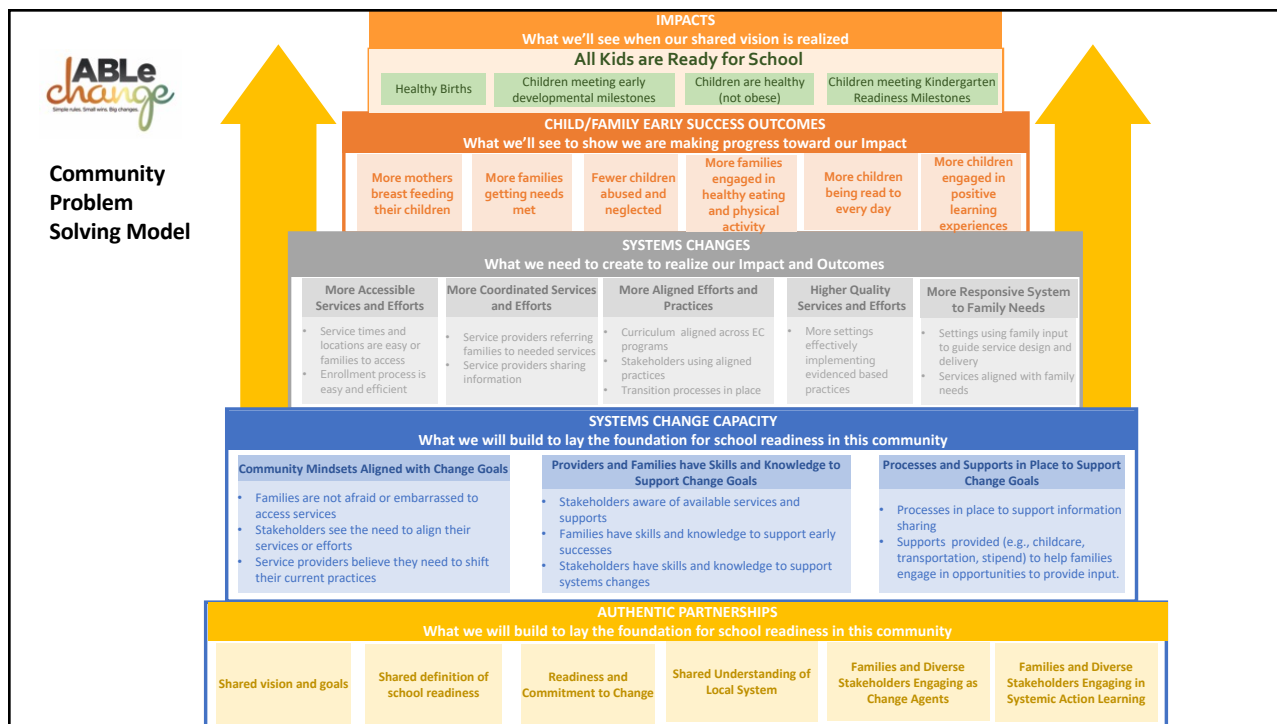




Concepts and Practices

Targeted Problem Framework – Defining the child and/or family problem

- Understand how child and families problems are interrelated and nested
- Use data to understand problems, including inequities
- Prioritize the specific problem(s) of concern





Developmental Pathway

**All Our Kids Early Childhood Networks
Developmental Pathway to Early Childhood Success**

Developmental Pathway to Early Childhood Success
This provides a high level summary of findings from our community's child and family outcome assessment as it relates to AOK Networks' Developmental Pathway for Childhood Success. This document highlights the key problems associated with our three child impact areas that we uncovered during the child and family outcome assessment process.

Babies are born healthy	Child Impacts			Children enter school safe, healthy, eager to learn and ready to succeed
	Infants Birth to 12 months (1st year of life)	Toddlers 12-36 months (1.5 & 2 year olds)	Preschoolers 36-60 months (3 & 4 year olds)	
<p>Pregnant Mothers and Newborns</p> <ul style="list-style-type: none"> More babies are born at healthy birth weight More babies born full term Fewer infant deaths 	<p>Safe</p> <ul style="list-style-type: none"> Fewer infants die Fewer children are abused or neglected Fewer children are under the legal custody of DCFS Fewer children are dying from preventable incidents <p>Healthy</p> <ul style="list-style-type: none"> Fewer children have elevated lead blood levels More children are at a healthy weight More parents use their children's health Fewer toddlers and preschoolers have preventable dental problems <p>Positive Development</p> <ul style="list-style-type: none"> More children are meeting benchmarks for communication More children are meeting benchmarks for gross motor development More children are meeting benchmarks for fine motor development More children are meeting benchmarks for problem solving More children are meeting benchmarks for personal-social development More children are meeting benchmarks for social-emotional development More parents report their children are exhibiting developmentally appropriate behaviors 	<p>Readiness</p> <ul style="list-style-type: none"> More children are meeting benchmarks for gross level More children are meeting benchmarks for approaches to learning - self-regulation More children are meeting benchmarks for social and emotional development More children are meeting benchmarks for cognitive math More children are meeting benchmarks for language development <p>Positive Development</p> <ul style="list-style-type: none"> Fewer children need special education Fewer children are suspended from school 		

The vision/goals what we want for children and their families

Comprehensive Local Problem Framework

Stephenson County Local Problem Framework for Early Childhood Success

This provides a high level summary of findings from our community's child and family outcome assessment as it relates to AOK Networks' Developmental Pathway for Childhood Success. This document highlights the key problems associated with our three child impact areas that we uncovered during the child and family outcome assessment process.

Babies are born healthy	Child Impacts			Children enter school safe, healthy, eager to learn and ready to succeed
	Infants Birth to 12 months (1st year of life)	Toddlers 12-36 months (1.5 & 2 year olds)	Preschoolers 36-60 months (3 & 4 year olds)	
<p>Pregnant mothers and newborns</p> <ul style="list-style-type: none"> Not all babies are born at a healthy birthweight 	<p>Not all children are born healthy</p> <ul style="list-style-type: none"> Not all children are at a healthy weight 	<p>Not all children are on a positive developmental trajectory</p> <ul style="list-style-type: none"> Not all children are meeting benchmarks for communication Not all children are meeting benchmarks for gross motor development Not all children are meeting benchmarks for fine motor development Not all children are meeting benchmarks for personal-social development Not all children are meeting benchmarks for social-emotional development Not all children are meeting benchmarks for literacy development 	<p>Not all children are healthy</p> <ul style="list-style-type: none"> Not all children are at a healthy weight Not all children are ready to succeed at grade level 	

The problems what isn't going so well for children and their families



1a Targeted Problem Framework (V1-092617)

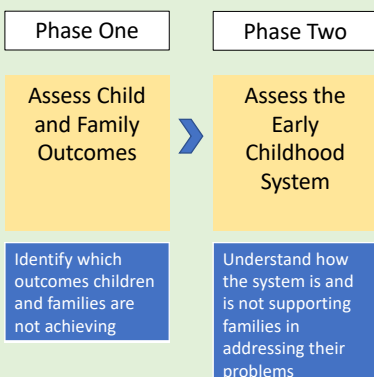
AOK Network	Tazewell County					
Targeted Problem	Future babies are at risk of not being healthy.					
Child Problems						Community Problems/ Conditions: More adults reporting inadequate social support. More adults report a decrease in poor or fair mental health days. More families are living in poverty. Median family income for single mothers is significantly lower More adults report a decrease in poor physical health days. Fewer adults report having adequate social support.
Which Children? Where?						
Related Family Problems	<p>Not all pregnant women in Tazewell County stop (smoking) using substances during pregnancy.</p> <p>Fewer expecting women in Tazewell County are making healthy behavior changes before and during pregnancy.</p>	<p>Not all women in Tazewell County begin prenatal care during the 1st trimester.</p> <p>Not all women in Tazewell County are screened for depression during pregnancy.</p>	<p>More members of the household in Tazewell County smoke.</p> <p>(AE) More families are exposed to trauma and lack skills to deal with adversity.</p> <p>(AE) More are experiencing families have domestic violence.</p>	<p>Not all families in Tazewell County report being healthy and engage in health promoting behaviors.</p> <p>More families are abusing alcohol.</p> <p>(AE) Fewer families have adequate housing.</p> <p>(AE) Not all families have adequate food.</p>	<p>(AE) Some pregnant moms do not understand the negative impact of their smoking on their child.</p>	
Which Families? Where?	Pregnant mothers in FCM / WIC Pregnant mothers in Tazewell	Pregnant women	Families Members of household	Families		



Lessons Learned

State and Local Perspectives

System Assessment



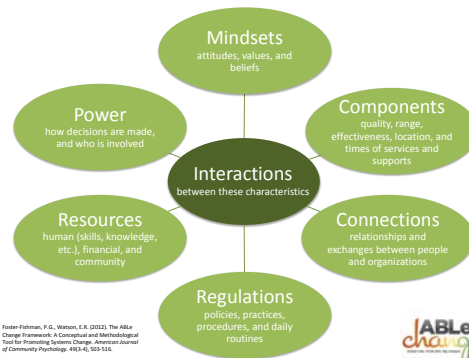


Concepts and Practices

System Scan: a process to understand community conditions influencing the targeted problem

Engage diverse stakeholders

Stakeholders experiencing the problem	Stakeholders providing services
Stakeholders providing supports	Stakeholders making decisions



“Cloverleaf” System Characteristics



Tazewell County High Level System Issues

Future babies in Tazewell County are at risk of not being born healthy.

Why is this happening?

- Not all pregnant women receiving WIC/FCM in Tazewell County stop (smoking) using substances during pregnancy.
- More members of the household in Tazewell County smoke.
- Some pregnant moms do not understand the negative impact of smoking on their child.

Legend

- Targeted Problem
- Child Early Success Problem(s)
- Family Early Success Problem(s)
- System Outcome Problem(s)
- Specific System Issue
- Root Causes

Root Cause Analysis

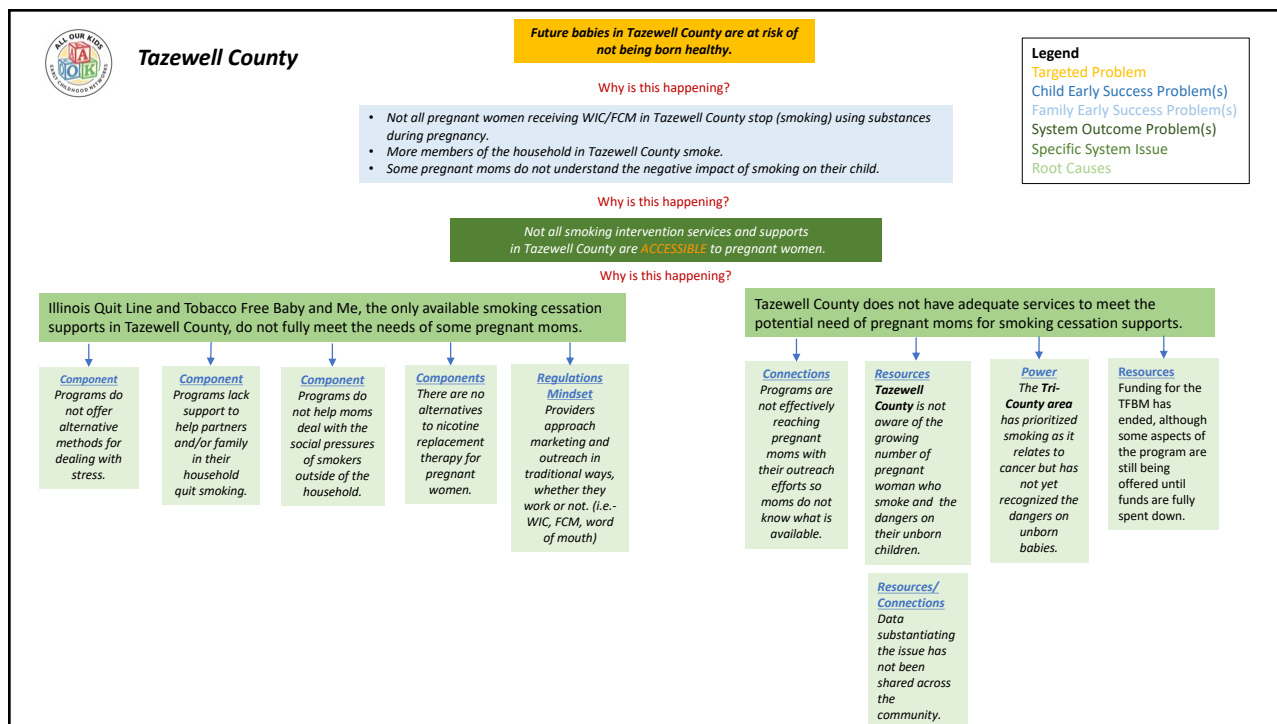
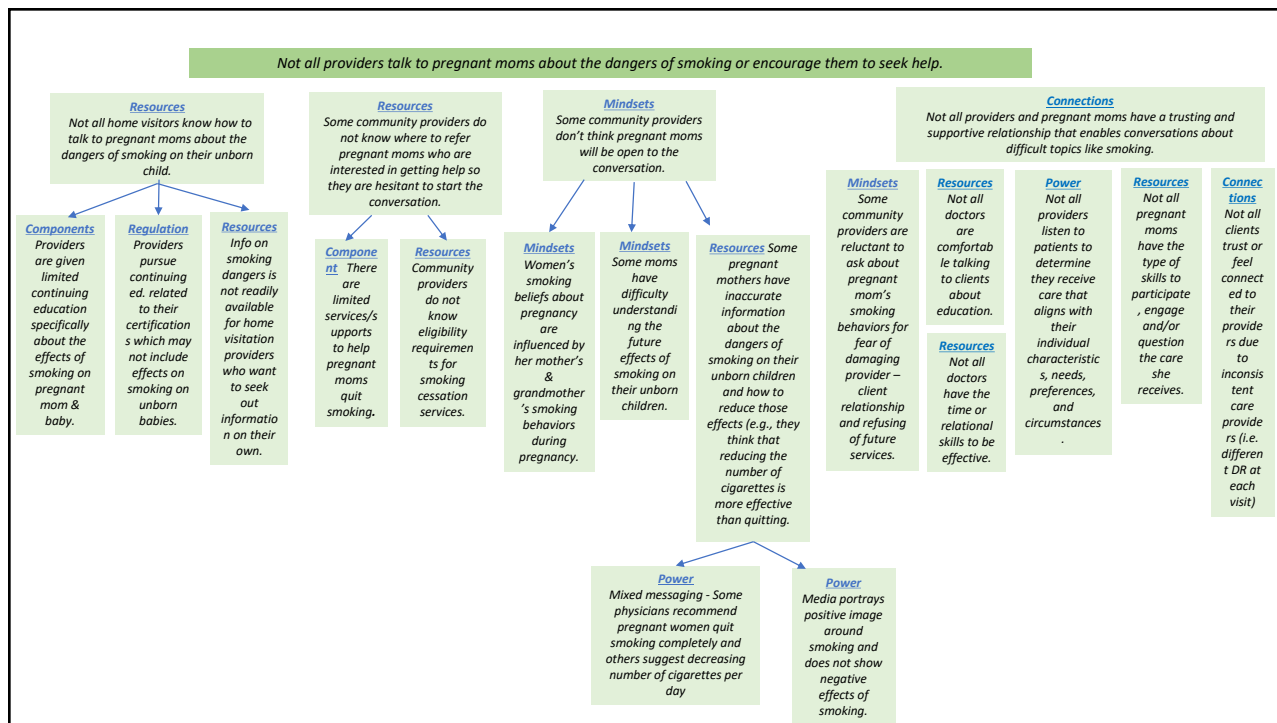
Not all smoking intervention services and supports in Tazewell County are **ACCESSIBLE** to pregnant women.

Why is this happening?

Not all providers do not talk to pregnant moms about the dangers of smoking or encourage them to seek help.

Illinois Quit Line and Tobacco Free Baby and Me, the only available smoking cessation supports in Tazewell County, do not fully meet the needs of some pregnant moms.

Tazewell County does not have adequate services to meet the potential need of pregnant moms for smoking cessation supports.

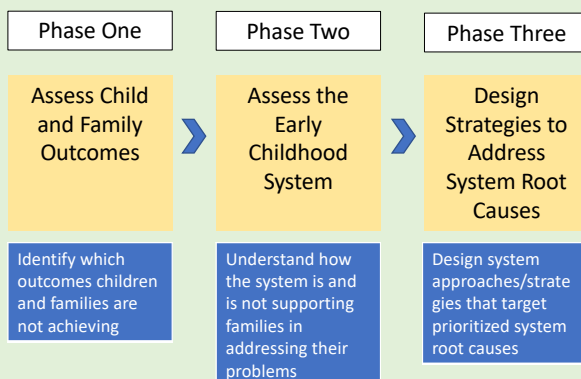




Lessons Learned

State and Local Perspectives

Strategy Design





Concepts and Practices

- Focus strategies on changing the system
 - Address root causes and root cause chains
 - Permanently change the system
 - Prioritize the most powerful and feasible root cause chains
- Engage those who are experiencing the problem in solving the problem



Focus strategies on changing the system

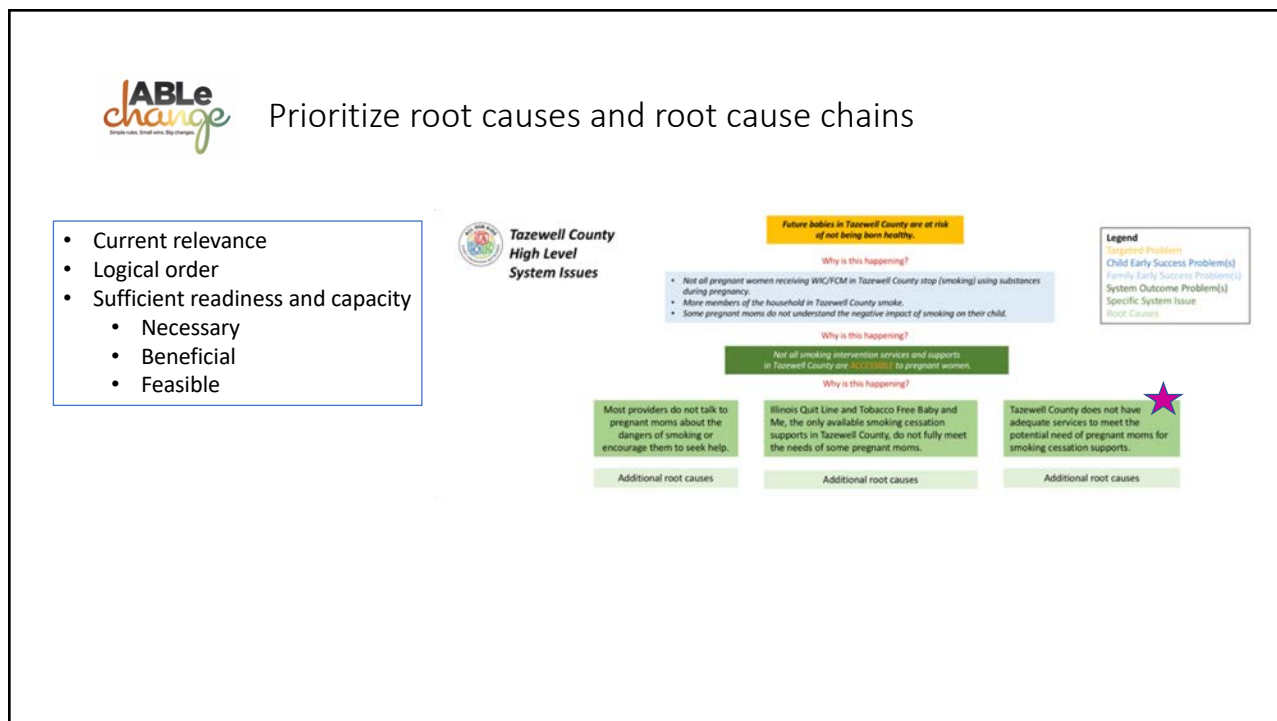
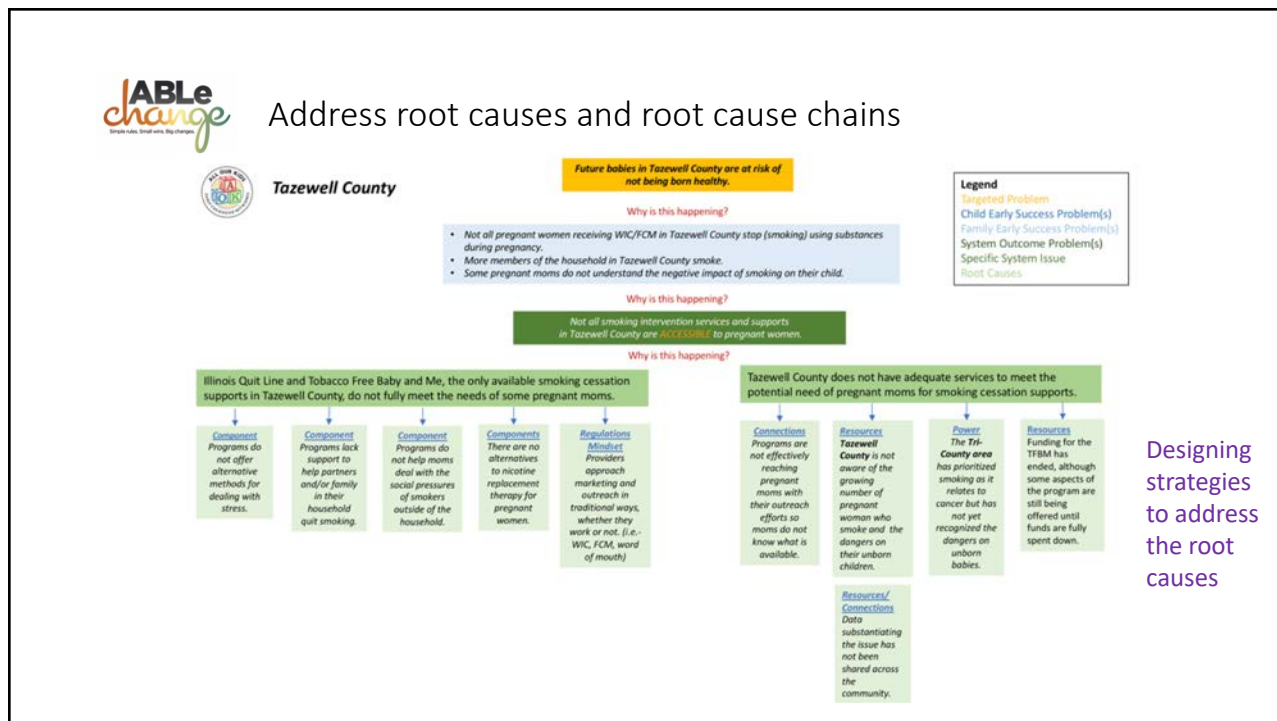
Future babies in Tazewell County are at risk of not being born healthy.




Programmatic approach

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Systems approach





Prioritize root causes and root cause chains

- Current relevance
- Logical order
- Sufficient readiness and capacity
 - Necessary
 - Beneficial
 - Feasible
- Address multiple root cause characteristics



Tazewell County

Future babies in Tazewell County are at risk of not being born healthy.

Why is this happening?

- Not all pregnant women receiving WIC/FCM in Tazewell County stop (smoking) using substances during pregnancy.
- More members of the household in Tazewell County smoke.
- Some pregnant moms do not understand the negative impact of smoking on their child.

Why is this happening?

Why is this happening?

Tazewell County does not have adequate services to meet the potential need of pregnant moms for smoking cessation supports.

Connections
Programs are not effectively reaching pregnant moms with their outreach efforts so moms do not know what is available.

Resources
Tazewell County is not aware of the growing number of pregnant women who smoke and the dangers on their unborn children.

Power
The Tazewell County area has prioritized smoking as it relates to cancer but has not yet recognized the dangers on the unborn babies.

Resources
Funding for the TRIM has ended, although some aspects of the program are still being offered until funds are fully spent down.

Resources/Connections
Data substantiating the issue has not been shared across the community.

Legend

Targeted Problem

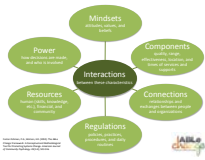
Child Early Success Problem(s)

Family Early Success Problem(s)


System Outcome Problem(s)

Specific System Issue

Root Causes



Human-centered Design



Embracing human-centered design means believing that all problems, even the seemingly intractable ones like poverty, gender equality, and clean water, are solvable. Moreover, **it means believing that the people who face those problems every day are the ones who hold the key to their answer.** Human-centered design offers problem solvers of any stripe a chance to **design with communities**, to deeply understand the people they're looking to serve, to dream up scores of ideas, and to create innovative new solutions rooted in people's actual needs.

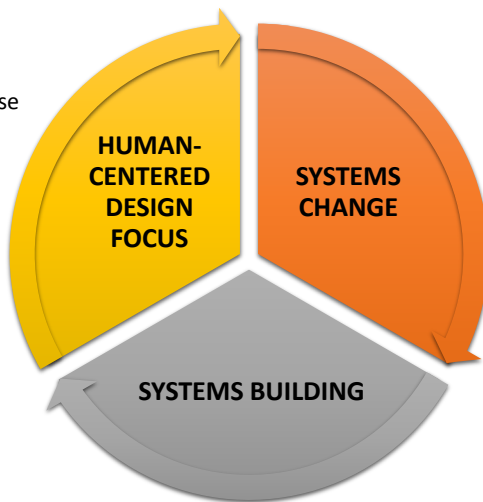
~IDEO Field Guide to Human-Centered Design



AOK Networks Strategy Design Approach

Prioritize perspectives of those experiencing the problem:

- Involve them
- Prioritize their perspectives/solutions
- Address their needs and circumstances



Target system problems:

- Address root causes
- Permanently change the system
- Reach more families

Build on what works:

- Consider other successful solutions
- Build on local strengths
- Align with related local efforts

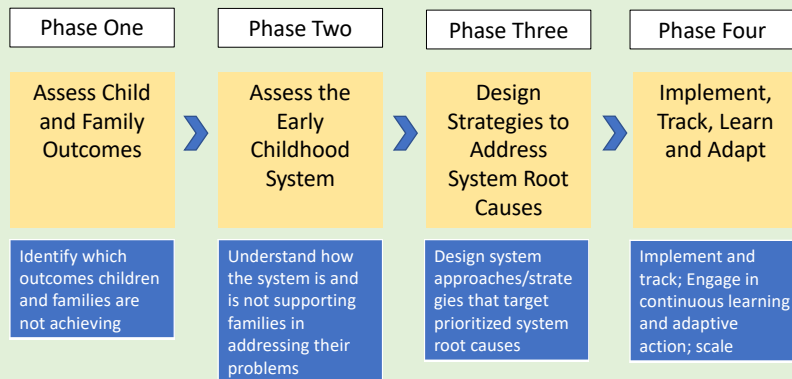
27



Lessons Learned

State and Local Perspectives

Impact, Track, Learn and Adapt



Group Reflection

- What systems thinking concepts and practices do you want to learn and/or apply to your CSD efforts?
- In what ways might embedding systems thinking practices into your core collaborative processes be valuable?
- What new insights do you have about building system thinking capacity?