

**SLC Family Services Collaborative YEAR 1 ACTION PLAN – SOUTH
(July 1, 2019 – December 31, 2020)**

STRATEGIC GOAL 1: Children and their caregivers experiencing one or more ACEs will decrease their risk factors and increase protective factors.

Strategy A: Assess levels of ACEs knowledge among community providers & service coordination needs.			
ACTION STEPS	PERSON RESPONSIBLE	COMPLETED BY DATE	RESOURCES NEEDED
1. Create an internal ACEs Workgroup (preferably a joint group with the north) to give input on the assessment process, to include 2-3 board members plus local specialists with relevant expertise (e.g. county analyst, outreach staff, etc.).	Board Chair (Executive Director)	July 1, 2019	
2. Research IDI (Intercultural Development Inventory) and whether there is an existing similar tool focused on ACEs.	ACEs Workgroup (Executive Director)	September 1, 2019	
3. Conduct a survey of service providers: <ul style="list-style-type: none"> ▪ Utilize existing specialized tool or develop own local survey informed by IDI example to gauge level of ACEs awareness, capacity to address family-child ACE issues, ideas for better coordination of services, etc. ▪ Develop broad list of service providers to receive survey including the less obvious (e.g. primary care, subsidized housing agencies, etc.). ▪ Distribute survey. ▪ Summarize results and share with ACEs Workgroup. 	ACEs Workgroup (Executive Director) ACEs Workgroup (Executive Director) Executive Director Executive Director	September 15, 2019 October 1, 2019 October 15, 2019 November 8, 2019	\$ for Survey Monkey acct
4. Analyze survey results: <ul style="list-style-type: none"> ▪ Discuss results and the implications for development of targeted training (e.g. different knowledge levels to address). ▪ Review responses about improving service coordination and recommend next steps to the Board. 	ACEs Workgroup (Executive Director) ACEs Workgroup (Executive Director)	November 15, 2019 November 15, 2019	

<p>5. Assess needs of families coping with incarceration:</p> <ul style="list-style-type: none"> ▪ Solicit input from board members to generate a list of relevant stakeholders to bring together. ▪ Convene stakeholders to talk about current system, service coordination, gaps, and what action needs to take place to better support children and caregivers in families with an incarcerated family member. 	<p>Amy Westbrook (Full Board, E.D.) Amy Westbrook (SLC HHS, E.D.)</p>		
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Strategy B: Build the capacity of local service providers to address ACEs-related issues.			
ACTION STEPS	PERSON RESPONSIBLE	COMPLETED BY DATE	RESOURCES NEEDED
<p>1. Initiate a conversation with St. Louis County Human Services Conference planners to determine whether ACEs related workshops will be included, and if not, how the Collaborative might support their inclusion.</p>	<p>Executive Director</p>	<p>May 1, 2019 & May 1, 2020</p>	<p>Possible \$ to sponsor presenter</p>
<p>2. Connect with local service provider coordination efforts:</p> <ul style="list-style-type: none"> ▪ Participate in up to two outside groups focused on the southern part of the county that relate most closely to the Collaborative’s priority goals. 	<p>Executive Director</p>	<p>Monthly (June 2019 – Dec 2020)</p>	
<p>3. Offer scholarship program for individuals to attend training on social-emotional supports:</p> <ul style="list-style-type: none"> ▪ Draft application form with eligibility criteria for board approval. ▪ Promote scholarship availability to service providers and parents for selected trainings/conferences. 	<p>Executive Director (Finance/Grants Committee) Executive Director (Finance/Grants Committee)</p>	<p>August 31, 2019 Monthly (Oct 2019 – Dec 2020)</p>	<p>\$ pool for scholarships</p>

<p>4. Provide ACEs group training presentations to local service providers:</p> <ul style="list-style-type: none"> ▪ Develop scope of work description based on survey results and determine whether these can be done jointly north/south; include resiliency tools and intervention how-tos at all levels. ▪ Solicit proposals from qualified contractors. ▪ Review proposals and make recommendation to full board for approval of one or more contracts. ▪ Seek continuing education credit approval for different categories of professionals. ▪ Preview presentations. ▪ Promote and schedule training presentations with service providers. 	<p>ACEs Workgroup (Executive Director)</p> <p>Executive Director ACEs Workgroup (Executive Director) Executive Director</p> <p>ACEs Workgroup Executive Director</p>	<p>November 15, 2019</p> <p>December 1, 2019 January 15, 2020</p> <p>March 1, 2020</p> <p>March 1, 2020 April 1, 2020 – December 31, 2020</p>	<p>\$ for contracted trainer(s)</p>
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Strategy C: Support direct prevention and intervention efforts.			
ACTION STEPS	PERSON RESPONSIBLE	COMPLETED BY DATE	RESOURCES NEEDED
<p>1. Facilitate coordination of parent education programming:</p> <ul style="list-style-type: none"> ▪ Approach stakeholders (Northland Foundation, county, schools, Diedre Quinlan) to determine how to provide a coordination function for Circles of Security and Mothers & Babies offerings (e.g. keeping track of what is offered by whom, when and where; ensure adequate trainers; ensure barriers to participation are being addressed; determine what is working and share among providers to improve practice, etc.). ▪ Determine next steps. 	<p>Executive Director</p> <p>Executive Director</p>	<p>December 31, 2019</p> <p>December 31, 2019</p>	
<p>2. Parent education grant program:</p> <ul style="list-style-type: none"> ▪ Design grant program focused on increasing access to evidence-based or evidence-informed parenting curricula (i.e. incentivizing participation/decreasing current barriers to completing Circles of Security; alternative curricula). ▪ Promote grant program to potential applicant agencies. 	<p>Executive Director (Finance/Grants Committee)</p> <p>Executive Director</p>	<p>January 1, 2020</p> <p>See Strategy E-5</p>	<p>\$ pool for targeted grants</p>

<p>3. Youth resiliency grant program:</p> <ul style="list-style-type: none"> ▪ Design grant program focused on building protective factors among youth ages 0-21 (i.e. positive identity, social competency, empowerment) utilizing evidence-based or evidence-informed practices. ▪ Promote grant program to potential applicant agencies. 	<p>Executive Director (Finance/Grants Committee)</p> <p>Executive Director</p>	<p>January 1, 2020</p> <p>See Strategy E-5</p>	<p>\$ pool for targeted grants</p>
<p>4. Incarceration grant program:</p> <ul style="list-style-type: none"> ▪ Design grant program focused on supporting children and caregivers in families coping with incarceration, based on feedback from stakeholder session. ▪ Promote grant program to potential applicant agencies. 	<p>Executive Director (Finance/Grants Committee)</p> <p>Executive Director</p>	<p>April 1, 2020</p> <p>See Strategy E-5</p>	<p>\$ pool for targeted grants</p>
<p>5. Wrap-around pilot project:</p> <ul style="list-style-type: none"> ▪ Explore development and partner interest in embedding county social work staff into schools to work with and support families of children who are having attendance issues, including effective data sharing. 	<p>Executive Director (ACEs Workgroup)</p>	<p>December 31, 2020</p>	

STRATEGIC GOAL 2: Children and their caregivers experiencing difficulties with mental wellbeing will have increased access to professional supports and services.

Strategy D: Support direct prevention and intervention efforts.			
ACTION STEPS	PERSON RESPONSIBLE	COMPLETED BY DATE	RESOURCES NEEDED
<p>1. Determine gaps in children/family mental health system most in need of addressing:</p> <ul style="list-style-type: none"> ▪ Attend meetings of Northland Healthy Minds, Clarity Project, and Arrowhead Health Alliance) and conduct key informant interview regarding gaps. ▪ Make a recommendation to the full Board regarding scope for mental health grants. 	<p>Executive Director (ACEs Workgroup)</p> <p>ACEs Workgroup (Executive Director)</p>	<p>February 29, 2020</p> <p>February 29, 2020</p>	
<p>2. Mental health grant program:</p> <ul style="list-style-type: none"> ▪ Design grant program focused on approved scope. ▪ Promote grant program to potential applicant agencies. 	<p>Executive Director</p> <p>Executive Director</p>	<p>April 1, 2020</p> <p>See Strategy E-5</p>	<p>\$ pool for targeted grants</p>

OPERATIONAL GOAL: The Family Services Collaborative will increase accountability in the grantmaking process and strengthen grant alignment with the Collaborative’s strategic priorities.

Strategy E: Develop a new grantmaking process based on best practices.			
ACTION STEPS	PERSON RESPONSIBLE	COMPLETED BY DATE	RESOURCES NEEDED
1. Transition to new grantmaking process: <ul style="list-style-type: none"> Place a hold on grant applications until new process is approved. 	Executive Director	May 1, 2019	
2. Build a base of knowledge on grantmaking best practices: <ul style="list-style-type: none"> Obtain and study National Council on Foundations written resources on grantmaking policy, evaluation, and working with grantees; provide excerpts for Grants Committee members. Attend Minnesota Council on Foundations “Essentials” training on grant review and evaluation. 	Executive Director (Finance/Grants Committee jointly)	July 15, 2019	Gratis - split cost of membership if necessary
	Executive Director (Finance/Grants Committee jointly)	July 18, 2019 & September 13, 2019	\$150/per + travel costs to Mpls
3. Draft updated bylaws for board approval that reflect best practices, including change of standing committee to “Finance/Grants” with addition of grants review as a duty.	South Planning Team (Executive Director)	November 30, 2019	\$ for customized template
4. Develop new grant policy, application form, review criteria, grant review rating form, and related grantmaking documents that align with best practices, and present for board approval.	Executive Director (Finance/Grants Committee - Jointly)	December 31, 2019	
5. Conduct outreach to prospective grantees to explain new grant process and priorities, and to solicit relevant proposals: <ul style="list-style-type: none"> Post approved policy and application materials on the Collaborative’s website. Develop list of prospective grantee agencies and distribute an announcement regarding the new grantmaking process by email. 	Executive Director	January 1 & April 1, 2020	
	Executive Director (Board input)	January 15 & April 1, 2020	

