CW/MH Learning Collaborative
First Statewide Leadership Convening

Lessons Learned from the Readiness Assessment Tools

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How to Make Sense of the Readiness Assessment?

- Assumptions
  - Each item in the domain belongs there and is equally important to overall domain
  - Criteria for Needs/Strengths are Consistent
  - Developing = a plan is in place and is moving forward
  - If just 1 county sees a need, adequate support within LC to support that county to move forward
  - If 2 counties see a need and 2 see a strength, enough of a divide to warrant consideration of that need

Across Regions

Domains

Cultural Responsiveness
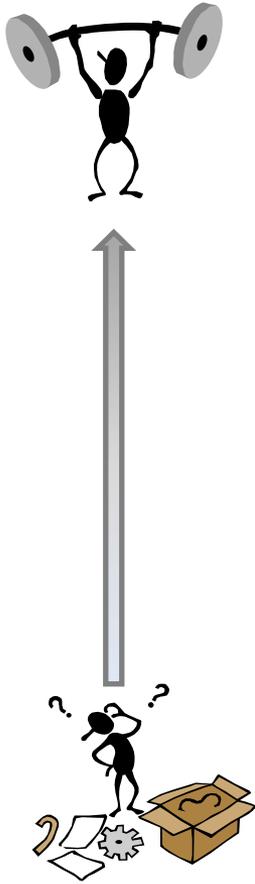
Fiscal Resources

Services Array

Outcome Evaluation

Agency Leadership

System Capacity

System and Interagency Collaboration

Involvement of Children, Youth, and Families

Bay Area Region

<u>Domains</u>
Cultural Responsiveness
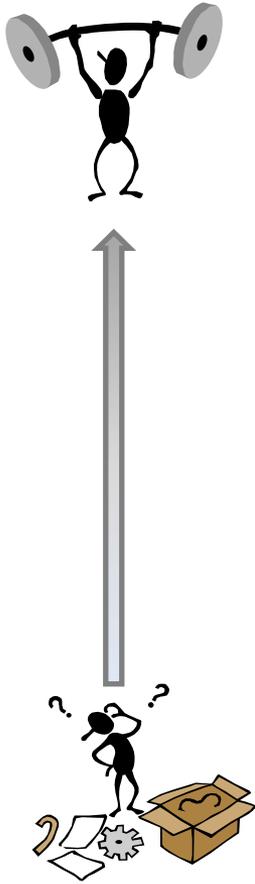Involvement of Children, Youth, and Families
Service Array
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Bay Area Region
Key Strengths

High Strength (4/4 Counties Identify as Strength)
- Children and families are assessed for immediate safety, stabilization, and crisis support needs.
- Families have a high level of decision-making power in all aspects of planning, delivery, and evaluation of services and supports, which is reflected in organizational policies.
- Agencies utilize multiple funding streams to support the mental health needs of children and youth in the CW system.

Moderate Strength (3/4 Counties Identify as Strength)
- CW and MH leadership create and support opportunities for collaborative projects between agencies.
- Agencies have co-located office space or staff.
- Agencies utilize partnerships with other public agencies and community-based organizations to ensure that children and families can access a variety of services and supports in multiple settings.
- Available services include the use of evidence-based practices.
- Peer support networks are available for children, youth, and caregivers.
- Training is provided to staff regarding diversity and culturally competent practices.
- Evaluation plans define specific goals and objectives, as well as measurable performance indicators.
- Agencies have a basic understanding of what needs to be funded and what the approximate cost will be.
- Fiscal agreements that include commitment of funds are in place to support the needs of children, youth, and families.

Bay Area Region
Key Needs

High Need (4/4 Identify as Need)

Moderate Need (3/4 Identify as Need)
*   Agencies provide opportunities for joint training to staff and families.

Some Need (2/4 Counties Identify as Need)
*   Families and other community members have a meaningful role in oversight of services and quality improvement activities.
*   There is a sufficient child welfare workforce in place.
*   Where service gaps exist, alternative strategies, such as cultural healing practices or other non-traditional services and supports, are explored.
*   Cross-systems training include fiscal strategies and funding requirements.

Mixed Need/Strength (2/4 Needs and Strengths)
*   Interagency and Community Committees are in place to ensure policies and practices are consistent with family-centered principles of care.
*   Policies and procedures describe strategies to blend funds from federal, state, and local sources to maximize ability to meet the needs of children and families.

Central Region

Domains

Fiscal Responsibility

Cultural Responsiveness

Service Array

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Central Region
Key Strengths

High Strength (4/4 Counties Identify as Strength)
- Agencies utilize multiple funding streams to support the mental health needs of children and youth in the CW system.

Moderate Strength (3/4 Counties Identify as Strength)
- Services are community-based, delivered in the least restrictive environment, and in the child and family's own language.
- Families have access to services that focus on prevention and early intervention.
- The cultural identity of children and families is valued, and reflected in service planning and delivery.
- Training is provided to staff regarding diversity and culturally competent practices.
- Published materials such as informational brochures and forms are translated into languages that reflect the diversity of the local community.
- Staff receives training on the time study process.

Central Region
Key Needs

High Need (4/4 Counties Identify as Need)
- Families are involved in defining, selecting, and measuring quality indicators of services and programs.

Moderate Need (3/4 Identify as Need)
- Agencies have information systems that support sharing of child welfare and mental health data.
- Processes are in place to share and receive feedback at the practice, program, and system levels in order to solve problems and enhance success.
- There is a sufficient child welfare workforce in place.
- Families have a high level of decision-making power in all aspects of planning, delivery, and evaluation of services and supports, which is reflected in organizational policies.
- Peer support networks are available for children, youth, and caregivers.
- Training and written information is available for families in order to support their role as informed decision makers.
- Agencies have a defined process that includes participation of families, direct service providers, agency staff, and other key stakeholders to define, select, and measure quality indicators at the program, service, and community levels.

Some Need (2/4 Counties Identify as Need)
- Families and other community members have a meaningful role in oversight of services and quality improvement activities.
- Interagency and Community Committees are in place to ensure policies and practices are consistent with family-centered principles of care.
- Agencies have a shared approach to addressing issues related to consent and confidentiality.
- Agencies have co-located office space or staff.
- There are effective processes and sufficient supports in place to recruit, hire, and train personnel.
- There is an adequate network of qualified mental health service providers available.
- Services are sufficient to meet the mental health needs of the community.
- Where service gaps exist, alternative strategies, such as cultural healing practices or other non-traditional services and supports, are explored.
- Agencies partner with culturally based community groups to ensure programs and services are culturally appropriate to meet the community's needs.

Mixed Need/Strength (2/4 Needs and Strengths)
- Service plans are translated into the family's native language and discussed to ensure understanding.

Northern Region

Domains

Service Array

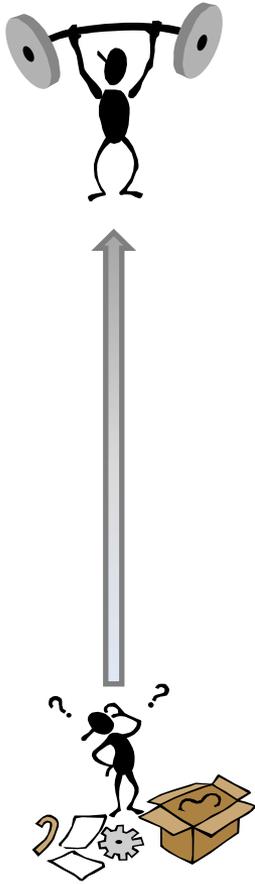System Capacity

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Northern Region
Key Strengths

High Strength (4/5 Counties Identify as Strength, 0 as Need)

- CW and MH leaders regularly discuss issues affecting access to services.
- Children and youth in the CW system who are referred to mental health receive a timely full mental health assessment.
- Administrative processes and organizational infrastructure are sufficient to meet business and procurement needs.
- Children and families are assessed for immediate safety, stabilization, and crisis support needs.
- Available services include the use of evidence-based practices.
- Staff receives training on the time study process.

Moderate Strength (3/5 Counties Identify as Strength, 0 as Need OR 4/5 strength and 1 need)

- CW and MH leadership create and support opportunities for collaborative projects between agencies.
- CW and MH leaders have a shared vision of family-centered care.
- CW and MH leaders regularly discuss issues affecting quality of services.
- Agencies have structures and processes in place that support collaboration with other organizations that are interested in children's issues such as, primary care, schools, libraries, local parks and recreation, or others.
- Agencies have co-located office space or staff.
- Agencies engage the local community through activities that may include partnering with community-based organizations and hosting public meetings or community forums.
- Services are tailored to meet specific, individual needs and build on individual strengths.
- Families have access to services that focus on prevention and early intervention.
- Published materials such as informational brochures and forms are translated into languages that reflect the diversity of the local community.
- Agencies have a basic understanding of what needs to be funded and what the approximate cost will be.
- Agencies utilize multiple funding streams to support the mental health needs of children and youth in the CW system.

Northern Region Key Needs

High Need (4/5 Counties Identify as Need)

- Agencies have information systems that support sharing of child welfare and mental health data.

Moderate Need (3/5 Identify as Need)

- Families are involved in defining, selecting, and measuring quality indicators of services and programs.

Some Need (2/5 Counties Identify as Need, 1 or Fewer as Strength)

- Children and families have access to an ongoing community stakeholder process.
- Training and written information is available for families in order to support their role as informed decision makers.

Mixed Need (2/5 Counties Identify as Need and 2/5 as Strength)

- Policies and procedures describe strategies to blend funds from federal, state, and local sources to maximize ability to meet the needs of children and families.

Southern Region

Domains

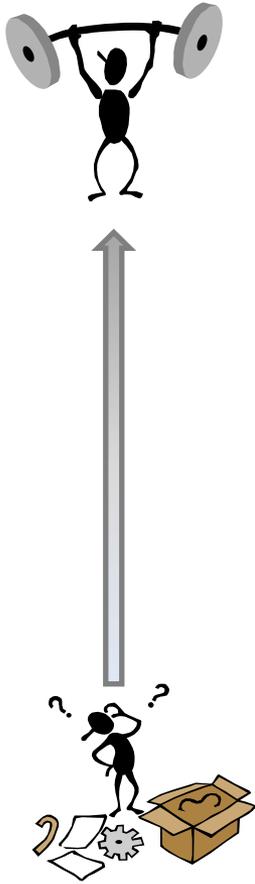Cultural Responsiveness

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Southern Region
Key Strengths

High Strength (4/4 Counties Identify as Strength)
- Children and families are assessed for immediate safety, stabilization, and crisis support needs.
- Agencies utilize multiple funding streams to support the mental health needs of children and youth in the CW system.

Moderate Strength (3/4 Counties Identify as Strength)
- Staff receives training on the time study process.
- CW and MH leaders share responsibility and accountability for implementing timely services.
- Policies in place support an effective referral process and linkage to services in multiple systems.
- Agencies utilize partnerships with other public agencies and community-based organizations to ensure that children and families can access a variety of services and supports in multiple settings.
- Families have access to services that focus on prevention and early intervention.
- Children and families have access to services delivered in their own language.
- Agencies track expenses for the cost of mental health services for children and youth in the CW system.
- CW and MH leadership create and support opportunities for collaborative projects between agencies.

Some Strength (2/4 Counties Identify as Strength, 0 as Need OR 3/4 strength and 1 need)
- CW and MH leaders regularly discuss issues affecting access to services.
- Collaboration is supported through formal agreements, such as memorandums of understanding, joint training plans, or interagency strategic plans that articulate strategies and mechanisms for meeting the needs of children and families.
- Agencies engage the local community through activities that may include partnering with community-based organizations and hosting public meetings or community forums.
- Services are community-based, delivered in the least restrictive environment, and in the child and family's own language.
- Available services include the use of evidence-based practices.
- Staff are respectful of cultural differences in customs and beliefs.
- Training is provided to staff regarding diversity and culturally competent practices.
- Published materials such as informational brochures and forms are translated into languages that reflect the diversity of the local community.
- Agencies partner with culturally based community groups to ensure programs and services are culturally appropriate to meet the community's needs.
- Data collection occurs for measures of administrative, fiscal, program, service, and individual child and family outcomes.
- Data collection relates to process indicators, functional outcomes for children and families, satisfaction surveys from children and families, and fiscal measures.
- Agencies have a basic understanding of what needs to be funded and what the approximate cost will be.
- Interagency teams and collaborative projects include fiscal expertise.

Southern Region
Key Needs

High Need (4/4 Counties Identify as Need)

Moderate Need (3/4 Identify as Need)

Some Need (2/4 Counties Identify as Need, 1 or Fewer as Strength)
- Agencies provide opportunities for joint training to staff and families.
- Agencies have information systems that support sharing of child welfare and mental health data.
- Where service gaps exist, alternative strategies, such as cultural healing practices or other non-traditional services and supports, are explored.
- Families are involved in defining, selecting, and measuring quality indicators of services and programs.
- Cross-systems training include fiscal strategies and funding requirements.

Mixed Need/Strength (2/4 Needs and Strengths)
- Agencies have a shared approach to addressing issues related to consent and confidentiality.