



Our Children, Our Families Council



5-Year Plan Working Group

DRAFT NOTES

March 23, 2016

4:00 p.m.

1390 Market Street, Suite 1125

Attendees: Co-Chair Myong Leigh; Kevin Truitt, Michael Wald, Katie Albright, Candace Wong, Kristy Wang, Stefanie Eldred, Laurel Kloomok, Kentaro Iwasaki, Ophelia Williams, Quora Epps, Sheila Nickolopoulos, Christy Estrovitz

Council Staff in Attendance: Laurie Scolari, Jennifer Tran, Karin Little

1. Call to Order and Roll Call.

Attendees introduced themselves and Co-Chair Myong Leigh introduced the objective for the meeting:

- Continue to build understanding of the collective impact strategies necessary for implementation

Attendees shared one word to describe how they were feeling about the 5-year plan. The answers ranged from hopeful, inspired, and optimistic to learning to suspending judgment and anxious.

2. Review Agreements and Timeline of the Our Children Our Families 5-Year Plan (discussion only)

Timeline:

- Final meeting April 15
- Council will vote on May 26
- Stakeholder engagement and Council member information sessions will be in late April/early May for feedback (similar to Outcomes Framework process)
- Communicating via email and other optional conference calls to provide updates to WG between April 15 meeting and May 26 Council meeting
 - Conference call on April 5 at noon to discuss outline.
 - Pre-reading before our next meeting in April

Agreements:

- Form five new working groups – one* for each goal of the Outcomes Framework to begin work in July/August
- The goal working groups will be heavily represented by community members
- The key to systems change will be enacting the five collective impact strategies in the goal working groups
- Support will be provided to the goal working groups by the data and services inventory working groups as well as OCOF staff
- We intend to build on promising work and provide a structure for other departments, plans, initiatives to fit within.
- Our initial 5 Year Plan will focus more on process and subsequent progress updates will include content strategy recommendations

Myong reviewed the above points and discussed. If we had more time, our Plan would include baseline data, targets, strategies, implementation plan – subsequent ones will include all of these components.

- Given the ramp-up time and still designing systems questions, we don't aspire to have all of that available in the 5-Year Plan
- Want to focus more on building common understanding of collective impact strategies
- Roadmap for approach for each of the working groups and deliverables of the WGs, and how it'll be infused with Council
- Subsequent versions and updates will include more content recommendations/strategies

Questions/Comments:

- How will we capture opportunities that are happening in the next 6-9 months (i.e. DCYF allocation plan, Early Childhood /First Five RFP)? How to prevent getting locked into process and listening to all voices?
- Can we move forward at a faster pace with a conceptual framework or 1-2 priorities? How to ensure we're making changes within these 5 years vs. waiting for the next plan?
- How to ensure all departments are aligning to the Outcomes Framework in their five year strategic plans? (many are, but how to encourage others)
- There is a complex work underway and we can't stop it, but how do we merge into existing strands and build bridges to individuals and collectives engaged in the work to that we can work towards alignment in the future.
- We can align things on paper but to make changes in our daily practices will take time. There will be lost opportunities but we need sustainable, systemic change
- Are there review processes of the 5 year plans and budgets that can reinforce alignment now? Similarly with the RFP process – how can we seed a couple of ideas that can change significant outcomes?
- Within 3 years, we need something on the ground that has traction

- The composition of the Council is representative of key service functions. As people become more engaged, this should start to be applied to their day-to-day work. Want to be specific/explicit but also want people to apply their own thinking.

3. Discussion of Collective Impact Strategies (discussion only)

Small Group Reports to the Whole Group (see below for more detailed flip chart notes)

1. Targeted Resources and Budgets

- Feel the need to break equity out as a separate category. It should also be embedded in resources section
- Ensure our language is assets-focused

2. Coordinated Service Delivery

- There is a need to describe coordinated service delivery for each of the goal areas
- Want this to be about prevention as much as intervention
- Examples: Bridge to Success, Children's Council, HOPE SF, FRCs, Beacons – maybe (not equitably distributed across the City)

3. Data Sharing

- People were missing in rubric – partners have a shared interest and enthusiasm
- Option for pilot or specific initiatives
- Making sure partners are explicit – robust and evaluated in an ongoing manner
- Ongoing leadership and why we're sharing data and who is benefitting
- Identify champions of the work
- Succession plan or resolution to make it more concrete

4. Staff Training

- Coaching – not one-size-fits-all, on the job, incorporated into daily practice, outcomes-based
- Basing training on existing frameworks
- Highlighting good examples within rubric (Early Childhood Training)
- Not one curriculum, but a common language

5. Shared Accountability

- What are we accountable for? Working together? Or the outcomes?
- How do we make this make sense to people in their daily work
- HOPE SF as a good example
- What is the Mayor and Superintendent's role in setting the tone?

Overall Group Discussion:

- How do we make visible ideas or ways to make progress across the rubric? Wherever we are as a system, what is needed to get stronger? Make that more explicit (is it

investments, what actions will help us move forward?) Not just describing the steps, but how we get from one step to the next.

- As a city, we are most successful already at targeted resources, data sharing, and staff capacity; Breakdowns are in shared accountability, what it means, and how to hold people accountable, and service delivery. How do we pay more attention to this?
- SF is on a far end of a spectrum, no place with so much of its service delivery through CBOs; What does it mean to have shared accountability and service delivery in a City that isn't city driven but is CBO driven?
- We need an explicit definition of partners – is it CBOs? City? Schools? Those groups are represented, but what about philanthropy, business, faith-based groups? Are they partners?
 - Foundations and corporations should be looking at the OCOF framework, being conscious of fitting in their grant-making to align with this?
- We may not publish the full rubric in the plan itself but will definitely describe these strategies – and wanted to collectively build a stronger definition of what these practices would look like on the ground.

4. Announcements (discussion only)

- Please share ideas, questions & feedback with OCOF staff
- Optional conference call on April 5 at noon to provide feedback on the outline
- Our next meeting: April 15 from 4 – 6 pm
 - We are investigating changing the time to earlier that afternoon – 3 – 5 pm.
 - We will be more focused on the plan.
- Upcoming Service Inventory and Data Working Group meetings
 - Data Working Group on March 30 from 4 – 6 in Suite 1125 at Fox Plaza.

5. Public Comment

No public comment.

6. Adjournment

The meeting adjourned at 5:55 PM