

St. Croix District – Systems Integration Initiative

Project Methodology: Goals, Strategies, Performance Measures

METHODOLOGY

CWLA has developed tools and resources that assist state and local jurisdictions in a four phase framework for strategic planning designed to improve outcomes for dual jurisdiction and/or youth and families that populate multiple youth systems. The phases are:

1. **Mobilization and Advocacy**, which includes:
 - Assessment of political and environmental readiness for systems reform
 - Identification and commitment to strategic goals and objectives of the collaboration
 - Identification of and address sticking points which act as barriers to teamwork
2. **Study and Analysis**, which includes:
 - Data Collection, Management and Performance Measurement (e.g., establishment of governance for data collection; identification of necessary aggregate data reports; development of procedures for use of reports; and consideration of development of an integrated information sharing system)
 - Inventory and Assessment (e.g., inventory of program and fiscal resources, common screening and assessment instruments; identification of key decision points and decision-makers; review “best practices” or “evidence-based strategies”; and identify potential for blending funds)
 - Legal And Policy Analysis (e.g., examine and analyze statutory, regulatory, formal and informal policies, procedures and protocols; clarify laws, regulations and policies that impact systems collaboration and information sharing; and identify data sharing impediments and determine capacity to share information)
3. **Action Strategy Development**, which includes:
 - Identification of broad range of issues
 - Development of prioritized action agenda
 - Consensus involving all partners
 - Planning of action steps
 - Development of funding mechanisms necessary to support integrated approaches
4. **Implementation**, which includes:
 - Assignments of leadership responsibility
 - Agreement on timelines, phasing and milestones
 - Outcome evaluation with incremental measurement
 - Process evaluation toward further improving the collaboration

STEERING COMMITTEE

The Steering Committee believes that the completion of this work will enhance the current Virgin Islands Child Welfare and Juvenile Justice Systems leading to better outcomes for children and youth.

CWLA employs an interactive consultation process designed to engage community leaders in the tasks of analysis, design, planning and implementation. The CWLA facilitator will assist and support, not to supplant the authority, talents, work or actions of leaders within St. Croix, Virgin Islands. This project will be accomplished with the guidance, active involvement and support of one core group:

The St. Croix, Virgin Islands Systems Integration Steering Committee:

- Is a leadership group inclusive of the major agencies, governmental units and community entities who work in support of St. Croix, Virgin Islands children and youth who are served by the systems of child welfare and juvenile justice. Members are individuals with decision-making responsibility for their organizations, with authority to make recommendations to enter into agreements and commit resources. The Committee will provide a forum for learning, consensus-building, conflict resolution, and mutual accountability. The CWLA Consultant will co-facilitate with the Project Director will assist in setting the agenda for the Steering Committee, and will facilitate its work sessions.
- Membership consists of Judge Patricia D. Steele (Family Court), Kimberley Causey Gomez (DHS), Ada-Luz Rivera (DHS), Oneida Granger (DOE), Leceria Bryan (DOE), Jessie Forte (DOH-Mental Health), Juliette James (VIHA), Wanda Wright (Supporting Our Sisters), Roland Benjamin (VIBS), Dr. Rita Dudley-Grant (VIBS), Chris Finch (LSS), and Clema Lewis (Women's Coalition of St. Croix). Others may be added to the Steering Committee at its discretion.
- Will meet at regular intervals with the CWLA Consultants to develop and finalize the collaborative work plan, to discuss relevant expectations and parameters, and to set any other necessary directions for the joint work. It is expected that the Steering Committee will form a permanent Systems Integration collaboration on into the future. CWLA Consultant will facilitate four (4) on-site work sessions over the initial six- to eight-month period. Subcommittee work will be carried out by members, and other personnel as identified and designated by Steering Committee members, between the on-site meetings. It is expected that participating agencies will provide staff support to the work of the Steering Committee.

Goals:

- #1: To strengthen St. Croix, Virgin Islands partnerships in support of children and youth served by the child welfare and juvenile justice systems.
- #2: To improve outcomes for dependent and delinquent children/youth receiving services, and their families.

Objective 1: To create and equip a Steering Committee with the knowledge and tools to integrate and improve the services for children and youth engaged in both the child welfare and juvenile justice systems.

Activities:

1. Contract with the CWLA for consultant services
2. Schedule dates for on-site Steering Committee meetings with CWLA consultant
3. Develop calendar with activities and timelines
4. Assign responsibilities to committee members
5. Evaluate standardized assessment instruments
6. Select one to modify for use in the Virgin Islands
7. Identify barriers for the sharing of information
8. Create recommendation for the system to overcome the barriers
9. Identify gaps and areas in which services and resources are inadequate
10. Advocate for improved services

Initial Performance Measures:

1. Grant award received
2. Attendance records and minutes for the meetings
3. Standardized assessment instrument modified for the Virgin Islands
4. Comprehensive final review document with recommendations completed and distributed