Iowa Vision Council
Results Action Planning Worksheet for 2022 Priorities Only
This worksheet is a subset of the overall Work Plan. View the entire Results Action Plan, including the Work Plan,
here.

Result 1: Thrive Together as Families.

Target: By 2026, reduce entries into the child welfare and juvenile justice systems among families in the Focus Populations by (# or %).

Progress Indicator(s): TBD

Strategy 1.1: Establish trauma-informed, healing-centered systems *(Result 1: Thrive Together as Families)*					
Activity:	**Start (Complete By)**	**Performance Measure(s)**	**VC WG & Level of Action** (Leader, Partner, Supporter, Networker)	**Partners/Participants and Notes**	**Advocacy Item(s)**
1.1.3 Build a culturally and content-competent human services workforce that reflects the diversity of Iowa communities			VC Cross-Cutting	Possible Partners: Cultural Equity Alliance Juvenile Justice Advisory Council Iowa ACES 360 Note: This applies to public and private sectors, e.g. "establish consistent trauma-informed, healing-centered culture (policies, practices, mental model) at residential/group care/detention facilities.	

Action Step: 1.1.3.a Vision Council makes a formal agreement with the Cultural Equity Alliance		By 202X, the Vision Council and Cultural Equity Alliance have a formal agreement for this Activity that defines the roles and tasks of each partner.		
Action Step: 1.1.3.b TBD based on 2.4.2022 VC meeting: "Add appropriate action step here." ("We also need to include retention. The intent is the continuum of human services – everyone that works with people.")				

Result 2: Families and Children in the Focus Populations are Connected to Permanent Housing.

Target: By 2026, 94% of Iowa families with children are living in safe, affordable housing.

Progress Indicator: <mark>TBD</mark> (Note: The NSWG is seeking advice from housing experts to decide between "Severe Housing Problems in Iowa" or "Children Living in Crowded Housing" as possible Progress Indicators.)

Strategy 2.1: Ensure there is a concerted, results-focused effort to provide permanent housing options for families in the VC Focus Populations. *(Result 2: Connected to Permanent Housing)*					
Activity:	**Start (Complete By)**	**Performance Measure(s)**	**VC WG & Level of Action** (Leader, Partner, Supporter, Networker)	**Partners/Participants and Notes**	**Advocacy Item(s)**
2.1.1 Forge a collaborative planning and advocacy effort with the MCOs and other entities known to work on ensuring sufficient permanent housing for families, including determining what is needed to bridge families in the VC Focus Populations to stable housing.	(Q4 2022)	By Q4 2022, an active collaborative effort is established to develop a detailed plan that will achieve the VC Result on housing. ** By [month, year], the collaborative has a detailed plan that includes: how to assess for and track housing status, and how to prevent homelessness, particularly among the VC Focus Populations, and any other strategies/actions/policies/practices that are necessary to achieve the VC Result on housing.	North Star Work Group	Next Meeting: A collaborative is not needed to ask DHS to include a question in "intake/screening" (caveat: if that question is included, will there be the resources to respond.) Mapping out – housing issue is geographically fragmented, so where do people go? Andrea has a map of relationships. Recommendation for VC that has been	

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				made to Dir. Garcia/HHS: make sure housing is included as a standard question for CWS (noted on 3.28.22) Example: Doctors asking "are you safe at home?" to screen for domestic violence has been effective. Would get so much more data. Right now, intake for CWS and BH/MH treatment – asks for a home address (insufficient – need to ask the right question, in the framework of a health screening, e.g. "Do you have your own home to go home to?") Analyze: Are questions like this being asked? Is it standard across systems? Is data accessible and useful for informing next steps? Are systems linked to using the information to assess & address root cause	

				issues? If people are asked the assessment questions, there is a responsibility to have resources to give them. Assess what resources are available now, the uptake of those resources, and what resources are needed? Also, there can be a disincentive to honestly answering the question (will my child be taken away), so need to plan forward for that. Talk to more people working statewide on housing. (Is a collaborative needed? Would it be the NSWG or a new group?) (noted on 3.28.22) Possible Partners: Parent Partners YSS (Andrew Allen) Family Resources (Ashley Schwalm) Four Oaks MCOs Iowa Council on Homelessness (Iowa Finance Authority;	

					<u>Five Year Strategic Plan 2021-2026</u>) Home Forward Iowa New HHS, esp <mark>Cody's project</mark> Common Good Iowa Governor's Advisory Group on Homelessness Homebuilders Landlords Note: The NSWG determined that it is necessary to ensure the bridge to the new HHS, since housing is not within their jurisdiction, but critical to their success with families. In doing a brief landscape review, NSWG learned that housing efforts are largely focused on veterans and elderly, with insufficient focus on families with children.	

Action Step: 2.1.1.a Conduct a national landscape review of housing initiatives and projects that are geared toward the VC's Focus Populations.	(Q1 2023)	By [month, year], the Vision Council is aware of two or more models at work in other states that could inform a detailed plan on ensuring stable housing for Iowa families with children.	North Star Work Group	Notes: California has a two-year old, state-funded initiative to prevent homelessness for families in the CWS: Bringing Families Home Children's Hospital of WI's Institute for Child and Family Well-Being has a robust initiative focused on addressing the housing needs of families in the CWS or at risk of entry into CWS, Housing Opportunities Made to Enhance Stability (HOMES) Initiative	

Ana and Four Oaks are already working on something that could be a starting point.				Ana & Four Oaks to present on the county-level work	
Get with HHS to have a housing discussion as part of the alignment.					
Four Oaks TotalChild Program - do we want to look at adding? Learn more about the program?				Mary Beth/Four Oaks to present TotalChild Program to the North Star Work Group to better understand	
Identifying and gathering data to be used to define a project.					
Collaborative planning effort with the MCOs					

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Focused on doing coalition building and working with all social services organizations across the state to center housing issues in their organizational priorities.					
Housing Needs Assessment				Amal is working on and can share them when they are ready	
Tool for Assessing Housing Stock			Partner or Support	Ama is working on and can share it when it when it is ready Need to collect data on landlords in Iowa VC can be helpful in interpreting "here's the impact of what this data is telling us on children and families"	Support the development of affordable housing preservation legislation
What are the implications of asking the questions for families? E.g. Is housing available to offer when a need for					

housing is identified?					
Establish a statewide collaborative on housing **OR** **Establish a voice for children & families within housing conversations, decision making, and legislative advocacy (package as local & community level action – learning and action is localized, there could be cross-community sharing)** **[Bring together Lynne and Polk Counties to present to NSWG (they have UW, business, faith communities,**				There is a system for case management for "Rapid Re-Housing", but not a collaborative Tim serves on Iowa Council on Homelessness (hybrid of service providers, general public, various state departments) Iowa doesn't have an affordable and accessible housing retention model (20% lost in last decade and no one is talking about it; lost 530 housing stock in Des Moines in the last year) By 2030, IA is set to lose about 50% of housing stock bc of expiring contracts	Affordable housing production AND retention Home ownership for new home owners

service providers)] **Collaborative to infuse the knowledge into action steps**				
Strategy 2.1: Ensure there is a concerted, results-focused effort to provide permanent housing options for families in the VC Focus Populations, continued *(Result 2: Connected to Permanent Housing)*				
Action Step: 2.1.1.b Explore the concept of assessing for housing needs as a universal question in any client needs assessment by any agency, but definitely CWS, BH, MH and family resource agencies	(Q4 2022)		North Star Work Group	Notes: Is there a technology solution for this assessment?	

Appendix B

Public Policies Relevant to Achieving the Vision Council Results

This is a beginning list of potential public policies the Vision Council may choose to support as of 2/4/2022. No action has been taken to approve this list of policies. It is recommended that the Vision Council develops and issues a formal Public Policy Platform at the point at which it is ready to express support of specific changes to public policies.

Thrive in Families

- Prevent youth from being charged as adults
- Establish age of culpability
- Finance Family Resource Centers
    - Require pre-charge/pre-arrest diversion programs statewide

Connect to Permanent Housing

- Commit state funding to a model and plan that prevents homelessness for families with children, esp those involved with CWS, BH or JJ systems or at-risk of entry

Family Economic Profile that Equates to a Moderate, Adequate Standard of Living

- Increase access to paid family leave
- Increase EITC

    (Common Good Iowa platform - Expand the Earned Income Tax Credit to provide even stronger support to low-wage workers, encourage more work effort, and keep children out of poverty.)

- Increase TANF eligibility (higher income threshold)
- Increase living wage
- Eliminate wage disparities for Black and Brown workers and women
- Stipends for expectant parents
- Increase accessible, affordable & quality child care and early learning environments
- Set higher income thresholds for subsidized care, esp for non-standard hours

    (**Common Good Iowa platform - Reform Iowa's Child Care Assistance** (CCA) program to eliminate a huge disincentive called the cliff and to make CCA more effective as a help to parents trying to improve their skills and raise their wage level.)

    (**Common Good Iowa platform - Expand the Child and Dependent Care Tax Credit** to cushion the loss of Child Care Assistance.)

- Adequately fund public education (create funding formulas to account for school and district differences)
- Expand access to public pre-K programs

Appendix D

Glossary of Terms

[NOTE (2.1.22): Many of the definitions in the Glossary are adapted from or directly quoted from the book Choose Results! By Raj Chawla of The OCL Group. Proper source citations will appear in the final version of the plan.]

Action Step – One component of an Activity that specifies a task that must be completed to implement the Activity. A series of action steps complete the Activity, which drives the Strategy forward. (Action Steps -> Activities -> Strategy -> Results)

Activity – One component of an over-arching Strategy that specifies an incremental intervention that enacts the Strategy. (Action Steps -> Activities -> Strategy -> Results)

Baseline – An evaluation used to obtain general information about the present state of a data point. It is the first point that will be compared to future data points to track change over time.

Best Available Data (B.A.D.) – This term recognizes that, frequently, the data point(s) that would exactly measure the progress toward a Target and Result are not available. The use of Best Available Data can help leaders keep its Results Action Plan on course even when it cannot offer the ideal level of specificity, relativity and connectedness to the stated Result.

Factor Analysis – An examination of data and information to define what is contributing to the current state of an identified population. A Factor Analysis reveals the contributors and complexities of the public problem, thereby increasing the changes of choosing Strategies, Activities and Action Steps to cause positive change for the population.

Focus Population – The children, youth and families who are placed at the center of the development of Strategies, Activities, and Action Steps in the Results Action Plan and who will be most directly impacted by the Results Action Plan. The Vision Council has two Focus Populations that were chosen based on a data review and analysis, and an orientation toward reducing system involvement in the child welfare and juvenile justice systems. (This term is unique to the Vision Council. It is used to distinguish between the focus of the Vision Council's Results Action Plan and the Focus Population subset an aligned partner may center in their work.)

Instrumental supports – Economic and material supports, and concrete services – or "instrumental supports" – that stabilize child and family well-being and reduce the likelihood that a family will become involved with the child welfare system. This Results Action Plan refers to assembling a "menu of instrumental supports" as a way to help navigators and case coordinators easily know what is available to families. While a complete menu of instrumental supports needs to be assembled and financed, here is a sample listing of what may be included:

- Financial supports, such as TANF, child care subsidies, and cash assistance
- Nutrition supports, such as SNAP and WIC
- Supportive housing
- Home visiting programs, paired with housing assistance
- Substance Use Disorder Treatment
- Mental Health Supports and Treatment

Performance Measure – A mechanism to create a sense of urgency and accountability for a particular Strategy, Activity, or Action Step, and to track progress. This metric identifies the quantity, quality, and impact of the work being done: How much did we do/are we doing (quantity)? How well did we do it/are we doing it (quality)? What difference did we make/are we making (impact)?

Program Population - The individuals, children, or families impacted by a program (which may include multiple strategies). For the Vision Council, the Program Population(s) will be identified within the Strategies, Activities and Action Steps. For example, a program may work to achieve progress toward the Results by: working within a particular geographic area; securing a grant that is directed toward achieving progress for a subset of one or both of the Focus Populations; centering an intervention, specifically, on one of the Focus Populations, etc.

Progress Indicator – The data point(s) that is used to measure change over time relative to each Result and Target identified in the Results Action Plan. There is a Measurement Plan that indicates how frequently the Progress Indicator is monitored to assess the effectiveness of the Strategies toward the Result and, ultimately, the Vision in the Results Action Plan.

Results Action Plan – A document that places population-level results in the center of the work, and uses data, analysis and measurement. It allows multiple stakeholders and partners to use common language and frames to explore and explain how their collective, aligned work may contribute to the stated results. The Vision Council's Results Action Plan includes these components: Vision, Core Beliefs of the Vision Council, Population Descriptions, Story Behind the Baseline, Results, Targets, Progress Indicators with Baseline Data, a Work Plan that includes: Strategies, Activities, Action Steps, Time Frames, Performance Measures and Partners, and Appendices.

Strategy – An intervention designed to address the factors that contribute to the current state and situation of the Focus Populations. The Strategy and its related Activities and Action Steps guide the work and should ultimately result in an increased number of "families and children in Iowa who are safe, secure, healthy and well in their communities." (Action Steps -> Activities -> Strategy -> Results)

System of Child and Family Well Being – Comprised of multiple systems, public agencies, programs, and people, this System acknowledges that it benefits everyone in society for all families to have access to th Protective Factors that foster the healthy development and overall wellness of their children and each family member. Every aspect of this System is family-centered and designed to build well-being or restore it when weakening factors are present. As a System, its scope includes building in Protective Factors for all families, constructing instrumental supports that are in place and accessible when stressors need to be eliminated, and actively maintain family ties and delivering meaningful services and supports to restore health and well-being when interventions are necessary to stabilize an individual or family.

System Population – For the Vision Council, the System Population is "Families and children involved in the child welfare or juvenile justice systems, or at risk of becoming involved." The importance of identifying this System Population is to ensure that Strategies, Activities and Action Steps are included in the work that will reduce entries into these systems (prevention), keep family connections intact if they become involved in these systems (preservation/intervention), and ensure families, children and youth in these systems are supported in restoring individual and family well-being (stabilization).

Story Behind the Baseline – The narrative description and synthesis of key data points that guided the Factor Analysis that informed the Results Action Plan.

Target – A statement of "where we want to be" that is based on an analysis of the current state or "Baseline." Setting a Target creates urgency and clarity for the aligned work of partners.

Trendline – An analytical tool used to see if there is a relationship between two variables. It looks at a data set over time to identify a potential pattern – negative trend, positive trend, or no trend at all. It can be used to predict unknown or future data points.

Vision – a statement on a future reality used to help align partners on a common path. The Vision Council's wants to ensure that, "All families and children in Iowa are safe, secure, healthy and well."

Vision Council – Established in August 2019, the Vision Council is a group of Iowa leaders from the public and private sectors who are aligned to focus on building and restoring family and child well-being. This Results Action Plan was created by the Vision Council using the Results-Based Accountability model. The Vision Council works with aligned partners to effect policies, practices, resource flows, relationships & connections, power dynamics, mental models and systems culture to make measurable improvements toward its vision of "All families and children in Iowa are safe, secure, healthy and well."

Whole Population – The entire "headcount" of individuals, children, or families in a specified place. For the Vision Council, the Whole Population is "families and children in Iowa."

Work Plan – The action-oriented section of the overall Results Action Plan. Ultimately, the Work Plan will encompass the Strategies, Activities, Action Steps, Time Frame, and Performance Measures. It also notates the role the Vision Council will take relative to each Activity and what partners could be/are engaged and their role(s) relative to each Activity and/or Action Step.