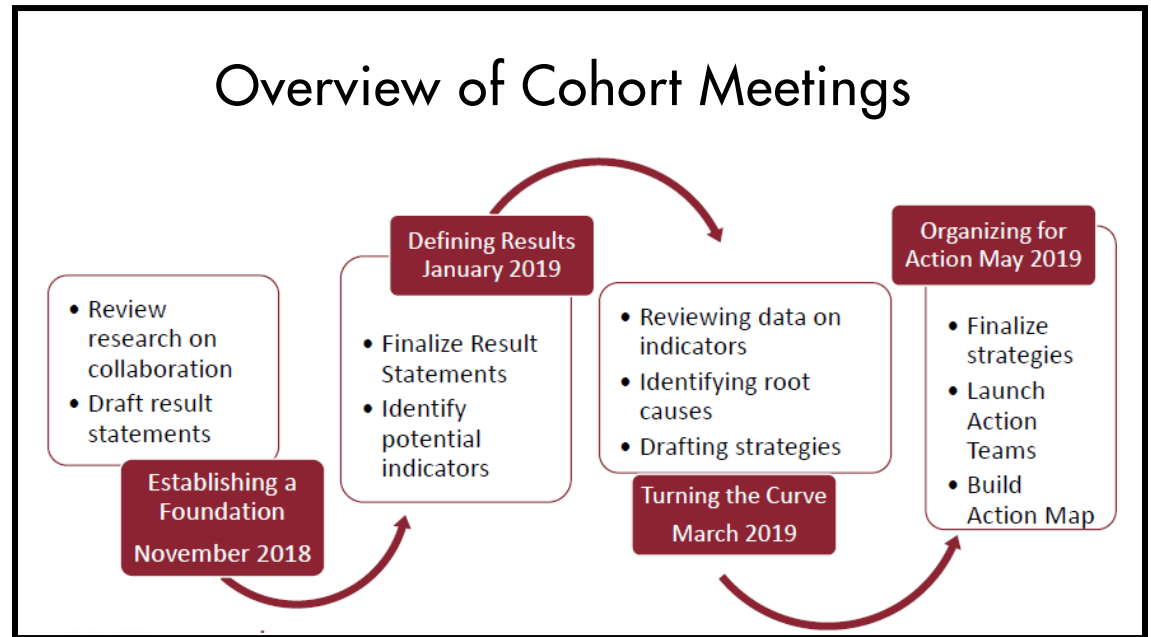


Collective Impact Cohort: Our 6 Month Planning Process & the Results-Based Accountability Model

Over the next 6 months we will come together as a full cohort four times. We will create action teams to focus on additional work outside of these meetings and we certainly encourage cohort members to meet up with one another in-between these meeting times. Over our meeting sequence we will engage in a process based on the Results-Based Accountability (RBA) Model (Friedman, 2009).

More details about the components of the RBA process are described below in the solid colored boxes. The action steps we will take and the questions we will answer along the way can be found in the bubbles with arrows.



Results Statement(s) – A condition of well-being for children, adults, families, and/or communities. These are the end goal(s), the broad population based outcome(s) we are seeking – they are intentionally broad, aspirational statements. In other words, what does success look like for our group?

Notes: Some people call these outcomes, vision, goals, or desired future states, but for our purposes in using the Results-Based Accountability (RBA) model, we are calling them Results Statements.

Examples:

- Families choose to stay, live, and invest in Prowers County.
- All children are valued, healthy, and thriving.
- Environments that impact children are safe, stable, and supportive.

Defining our results statement(s)

•What is the elevating goal that guides our work and inspires action?

Who should be involved?

•Now that we know where we are going via our results statement(s), who needs to be at the table?

Indicators – Measure(s) which help quantify the achievement of a result. In other words, how would we know if made an impact on our desired result? How can we quantifiably assess and continually track our progress toward achieving our population level result(s)? These should be articulated as indicators.

Examples:

** The rate of low birth weight babies.

** The air quality index.

** The percent of students ready at entry to kindergarten

** Rates of unemployment.

What are our indicators?

•What do we need to measure in order to see change in our desired result(s)?

How are we doing?

•What is the baseline for each of our indicators? Does the data exist or do we need to collect the baseline first?

Why? What are the root causes?

•What is the story behind the baseline? In other words, why is the baseline where it is right now - what has lead to this outcome? Understanding the story will help us when we get to thinking about actions.

Who can help?

•Which additional community members and organizations need to be involved?

Strategies and Actions – Strategies are higher level, organized, and intentional approaches to moving the needle on our results and indicators. They describe the broad ways in which we will work to accomplish our desired results. Our strategies conceptualize how the result can be achieved. Strategies should be reviewed regularly against the performance measures we ultimately select, and our plan for “who will do what by when,” which helps establish a “cadence of accountability.” Actions (also sometimes called tactics, tasks, etc.) are the specific research, programs, service activities, etc. we choose to implement. Our actions, employed to carry out our strategies, vary with circumstances, available resources, etc.

Options?

•What strategies and actions would work? Brainstorm a list and determine those with the greatest impact, feasibility, and interest among the team

What is the action?

•Create the Strategic Action Plan (e.g. our proposal for action), which will likely involve the creation of action teams to address the top ideas.

Performance Measures – A measure of how well a program, agency, service, system, etc. is working. In other words, how we will evaluate our strategies and actions.

Some things to think about:

- How much did we do,
- How well did we do it,
- Is anyone better off?

Selecting performance measures

•What do we need/want to evaluate for each of our selected strategies and actions?

How will we know if our efforts were effective?

•What instruments do we need to collect data on our performance measures?

Putting it all together!

•Now that we have a plan, let's put it to paper and then get to action.

About the Results-Based Accountability Model

- Based on the work of Mark Friedman and his book “Trying Hard is Not Good Enough”
- Gets groups from talk to action quickly – it’s better to move through the process as fast as possible and then spend years improving it, rather than spending years planning and then having no one left to implement things due to burnout and inaction
- Disciplined process of moving from desired result to concrete action steps
- Starts with **ends** and works backwards to **means**. For communities, “ends” are the conditions of well-being for children, families, and the community as a whole. Focuses on a elevating goal to inspire unified action first, and then moves into the measurement and the “how.”
- Designed to be common-sensible
- Emphasizes use of data to inform decisions