

**Step 2: EVALUATION BOARD Action Plan:**

**Partnership Goal #1: Improve retention of work force and Resource Families**

Desired Outcome #1: Provide supportive evaluative mechanisms aligned with Participatory Evaluation principles for supervisors to use with all staff				
<b>Challenge #1: Assuring On-going Program Manager and Chief buy-in to implementing Participatory Evaluation as a continuous learning model.</b>				
Strategy	Activities	Measures of success	Action Takers	Timeline
1.Orient Program Managers and Chiefs to Participatory Evaluation values and strategies	Refine and Clarify Evaluation Framework Document	Framework revision completed	Rick	April 2008
	Create Evaluation Framework process map and grid of projects	Process map and grid completed	Brian	April 2008
	Evaluation Board feedback to Kathy Baldwin regarding evaluation project	Communicate Feedback and Provide Evaluation Framework	Brian	April 28, 2008
	Send out Evaluation Framework to Admin Board, Program Managers, and Chiefs	Framework sent out to stakeholders	Sent to Admin Board - <a href="#">Mardell</a> Send to Program Mgrs and Chiefs - <a href="#">Oscar</a>	Prior to Meeting times below
	Present Evaluation Framework to Chiefs Meeting	Presentation Made	Get on agenda - <a href="#">Mardell</a> Present - <a href="#">Mardell, Oscar, Roxanne, and Kathy</a>	May 14, 2008
	Present Evaluation Framework to Admin Board	Presentation Made	Get on agenda - <a href="#">Mardell</a> Present - <a href="#">Brian</a>	May 23, 2008
	Present Evaluation Framework to Program Managers	Presentation Made	Get on agenda - <a href="#">Mardell</a> Present - <a href="#">Brian</a>	June 3 or 4, 2008
	Present BOEOS Evaluation Data to Admin Board, and Program Mgrs for FACS and DBH	Get on Agendas	<a href="#">Mardell</a> for Admin and FACS, <a href="#">Kurt/Chuck</a> for DBH	Next Meetings – June
		Work with Brenda and Ken to customize data and message	<a href="#">Rick</a>	Prior to June Meetings

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline

**Partnership Goal #1: Improve retention of work force and Resource Families**

Desired Outcome #1: Provide supportive evaluative mechanisms aligned with Participatory Evaluation principles for supervisors to use with all staff				
<b>Challenge #2: Supervisors may not be equipped to implement a continuous learning model.</b>				
Strategy	Activities	Measures of success	Action Takers	Timeline
1. Train supervisors				
2. Collect data regarding supervisors implementation of continuous learning process				

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline

**Partnership Goal #1: Improve retention of work force and Resource Families**

Desired Outcome #1: Provide supportive evaluative mechanisms aligned with Participatory Evaluation principles for supervisors to use with all staff

**Challenge #3: Lack of alignment of competencies with practice**

Strategy	Activities	Measures of success	Action Takers	Timeline
1. Collaborate with Program Managers, Chiefs, and supervisors to revise the performance appraiser				

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline

**Partnership Goal #1: Improve retention of work force and Resource Families**

Desired Outcome 2: Feedback to the system around retention of resource families will be provided.				
<b>Challenge #1: Lack of appropriate tools related to Resource Family satisfaction.</b>				
Strategy	Activities	Measures of success	Action Takers	Timeline
1. Collaborate with stakeholders to create an appropriate satisfaction tool				
2. Revise and implement the Exit Interview				

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline

**Partnership Goal #1: Improve retention of work force and Resource Families**

Desired Outcome #2: Feedback to the system around retention of resource families will be provided.

**Challenge #2: Lack of process for collecting consistent data relating to Resource Family satisfaction**

Strategy	Activities	Measures of success	Action Takers	Timeline
1. Collaborate with stakeholders to design a process for the satisfaction data collection				

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline

**Partnership Goal #1: Improve retention of work force and Resource Families**

Desired Outcome #2: Feedback to the system around retention of resource families will be provided.

**Challenge #3: Lack of dissemination process relating to Resource Family satisfaction feedback**

Strategy	Activities	Measures of success	Action Takers	Timeline
1. Collaborate with stakeholders to build a dissemination process related to Resource Family satisfaction data.				

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline

**Partnership Area of Focus #2: Improve Recruitment of work force and Resource Families**

Desired Outcome#1: Provide research and feedback to the system on success of recruitment strategies for CFS staff				
<b>Challenge #1: Lack of knowledge regarding recruitment strategies currently in place</b>				
Strategy	Activities	Measures of success	Action Takers	Timeline
1. Collaborate with Partnership to identify and describe current recruitment strategies				

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline

**Partnership Area of Focus #2: Improve Recruitment of work force and Resource Families**

Desired Outcome#1: Provide research and feedback to the system on success of recruitment strategies for CFS staff				
<b>Challenge #2: Current recruitment reports do not provide adequate data</b>				
Strategy	Activities	Measures of success	Action Takers	Timeline
1. Collaborate with Scholars Board, Scholars Coordinators, and HR to refine recruitment reports				

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline

**Partnership Area of Focus #2: Improve Recruitment of work force and Resource Families**

Desired Outcome #1: Provide research and feedback to the system on success of recruitment strategies for CFS staff				
<b>Challenge #3: Insufficient baseline data related to recruitment</b>				
Strategy	Activities	Measures of success	Action Takers	Timeline
1. Collaborate with HR and Admin. Board to clarify baseline data				

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline

**Partnership Area of Focus #2: Improve Recruitment of work force and Resource Families**

Desired Outcome #2: Provide research and feedback to the system on success of recruitment strategies for Resource Families				
<b>Challenge #1: Lack of knowledge about what Resource Family recruitment strategies are in place</b>				
Strategy	Activities	Measures of success	Action Takers	Timeline
1. Collaborate with Resource Family board to identify and describe current RF recruitment strategies				

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline

**Partnership Area of Focus #2: Improve Recruitment of work force and Resource Families**

Desired Outcome #2: Provide research and feedback to the system on success of recruitment strategies for Resource Families				
<b>Challenge #2: Resource Family data currently not adequate</b>				
Strategy	Activities	Measures of success	Action Takers	Timeline
1.Collborate with Resource Family Board and Focus staff to review and revise RF data collection				

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline

**Partnership Area of Focus #3: Mitigate Disparate Outcome for Children/Youth of Color**

Desired Outcome #1: Provide research and feedback to the system on disparate outcomes for children/youth of color related to Workforce.				
<b>Challenge #1: Lack of consistent and reliable data related to child outcomes related to workforce.</b>				
Strategy	Activities	Measures of success	Action Takers	Timeline
1. Collaborate with HR to refine workforce data				
2. Collaborate with Focus staff to refine child outcome data				
3. Collaborate with Vital Stats to refine population data				

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline

Partnership Area of Focus #3: Mitigate Disparate Outcome for Children/Youth of Color

Desired Outcome #2: Provide research and feedback to the system on disparate outcomes for children/youth of color related to Resource Families.				
<b>Challenge #2: Lack of consistent and reliable data related to Resource Family outcomes</b>				
Strategy	Activities	Measures of success	Action Takers	Timeline
1. Collaborate with HR to refine Resource Family data				
2. Collaborate with Focus staff to refine child outcome data				
3. Collaborate with Vital Stats to refine population data				

*Agenda Items:*

- Complete Activities, Measures, Action Takers, Timeline