

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				
Challenge #1: Assuring On-going Program Manager and Chief buy-in to implementing Participatory Evaluation as a continuous learning model.				
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 - Mardell Send to Program Mgrs and Chiefs - Oscar	Prior to Meeting times below
	Present Evaluation Framework to Chiefs Meeting	Presentation Made	Get on agenda - Mardell Present - Mardell , Oscar , Roxanne , and Kathy	May 14, 2008
	Present Evaluation Framework to Admin Board	Presentation Made	Get on agenda - Mardell Present - Brian	May 23, 2008
	Present Evaluation Framework to Program Managers	Presentation Made	Get on agenda - Mardell Present - Brian	June 3 or 4, 2008
	Present BOEOS Evaluation Data to Admin Board, and Program Mgrs for FACS and DBH	Get on Agendas	Mardell for Admin and FACS, Kurt/Chuck for DBH	
Work with Brenda and Ken to customize data and message		Rick		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

Challenge #2: Supervisors may not be equipped to implement a continuous learning model.

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.

Challenge #1: Lack of appropriate tools related to Resource Family satisfaction.

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

Desired Outcome#1: Provide research and feedback to the system on success of recruitment strategies for CFS staff				
Challenge #1: Lack of knowledge regarding recruitment strategies currently in place				
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

Desired Outcome#1: Provide research and feedback to the system on success of recruitment strategies for CFS staff

Challenge #2: Current recruitment reports do not provide adequate data

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

Desired Outcome #1: Provide research and feedback to the system on success of recruitment strategies for CFS staff

Challenge #3: Insufficient baseline data related to recruitment

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

Desired Outcome #2: Provide research and feedback to the system on success of recruitment strategies for Resource Families

Challenge #1: Lack of knowledge about what Resource Family recruitment strategies are in place

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

Desired Outcome #2: Provide research and feedback to the system on success of recruitment strategies for Resource Families				
Challenge #2: Resource Family data currently not adequate				
Strategy	Activities	Measures of success	Action Takers	Timeline
1.Collaborate 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.

Challenge #1: Lack of consistent and reliable data related to child outcomes related to workforce.

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.

Challenge #2: Lack of consistent and reliable data related to Resource Family outcomes

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