Slide 1

Get Results, Make Positive Impact

A Results Based Accountability Training
& Implementation Support

THE CIVIC CANOPY

Slide 2

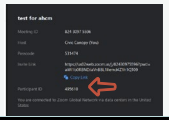
Tell us about you …

- Chat out your:
  - Name
  - Affiliation- organization, group, coalition
  - Your Location

Slide 3

Connecting Virtually

- Have you downloaded the latest Zoom Client version? If so, you can self select your breakout room later today.
  - https://zoom.us/download#client_4meeting
- If you have signed in using a phone separate from your video, link your phone and video. Hover over the top left corner of your Zoom screen and click on the ⓘ icon.
  - Find your participant ID (6-digit number) and enter #_____# into your phone.



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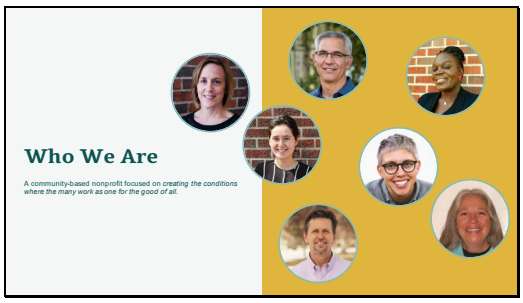

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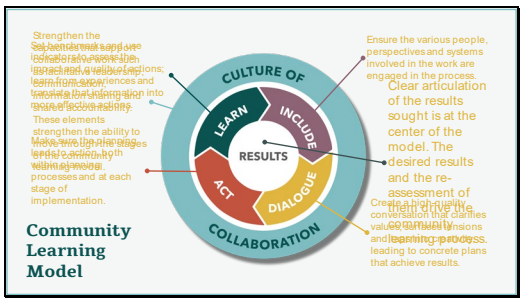

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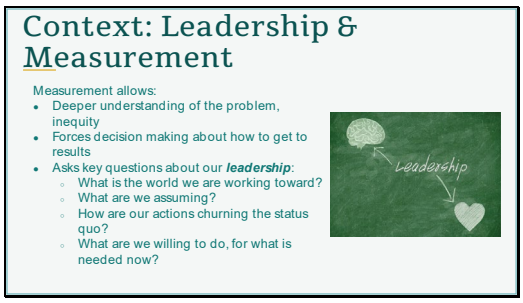

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Let's Introduce and Discuss

- Your Name
- Your Group/ Organization/ Coalition

- In small groups, respond to:
  - Looking at the data that you gathered, who is being left behind?
  - What are you willing to do, for what is needed to achieve more wellness, thriving, and equity for those being left behind?

- 15 total minutes to make it around the group

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The Frame: Targeted Universalism

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- sort through challenges and share lessons on putting RBA learning into action,
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Roles

Active Participant

- Learn, Listen and Share
- Give, Receive Feedback
- Challenge Your Status Quo

Co-Facilitators

- Guide
- Offer Information, Feedback
- Challenge Status Quo

Producer

- Manage Tech, Monitor Time, Track Chat

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Agreements

- Be Present when Present
  - Participate, pass
  - Listen and experience
  - Stay on video, mindfully mute
  - Come to all sessions
- Dare to Dream
  - Check bias, assumptions
  - Take risks

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Agenda (in six sessions)

1. Overview of RBA and equity.

   Share common language and understand RBA terms, concepts.

2. Practice selecting Indicators and Performance Measures and Gathering data.

3. Practice Turn the Curve- storytelling, root cause analysis, action planning to results.

4. Three Implementation & Support Calls

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1 Results-Based Accountability

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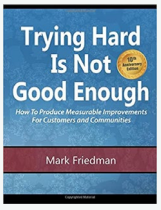
Based on the work of:



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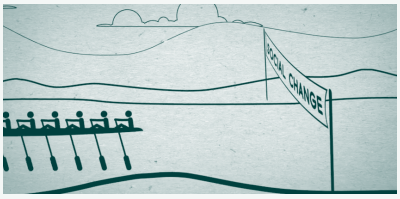
Approaching Problems



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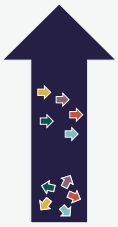
Action

Collaborative Action/ Collective Impact
- A group working towards the same outcome
- Using shared population and performance measures
- To continuously improve practices over time

Coordinated Action
- A group working on the same issue,
- Sharing program information/design,
- Align efforts around a similar issue or population

Individual Action
- Individual practioners working on specific issues,
- Collecting qualitative and quantitative data for their individual programs,
- Demonstrate impact with individual programs



Adapted from the Strive Together Partnership

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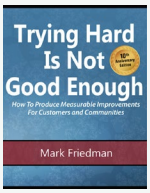
RBA: The Basics



- Disciplined process of moving from desired result to concrete action steps
- Starts with ends and works backwards to means.
- Emphasizes use of data to inform decisions

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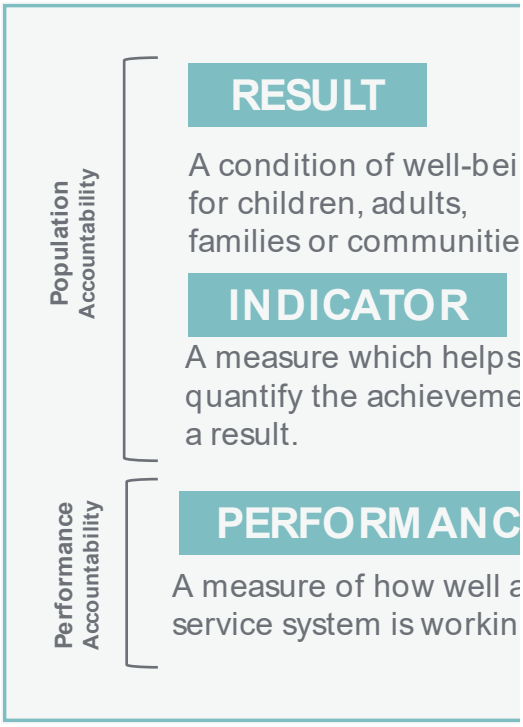

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Slide 24

Language Discussion

Always go back to the original idea:

Ideas	Group 1	Group 2	Group 3
1. A condition of well-being for children, adults, families and the community.	RESULT	OUTCOME	GOAL

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Language Discussion

What do you call these ideas in your organization?

What's the idea?	What do you call it?
A statement about the condition of well-being that you are seeking.	Result?
A measure which helps to quantify the achievement of a result.	Indicator?
A quantifiable measure of how well a strategy/agency/system is working.	Performance Measure?

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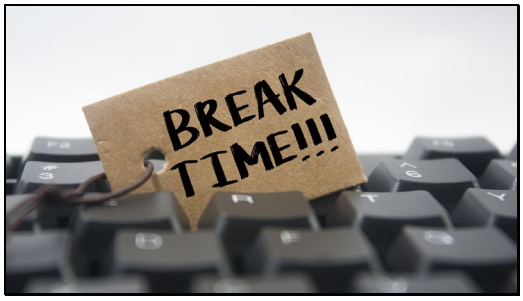

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2 Population Level Accountability

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Population & Performance Accountability

POPULATON Accountability
is about the well-being of
WHOLE Populations

For Communities – Cities – Counties – States - Nations

PERFORMANCE Accountability
is about the well-being of
CLIENT Populations

For Programs – Agencies – and Service Systems

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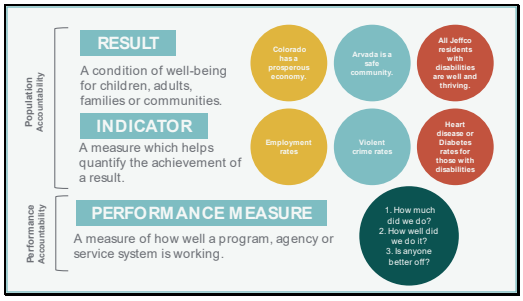

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Key Distinction

Results & Indicators
are about the **ends** you want to see.

Performance Measures
are about the **means** to get there.

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Population Level Accountability

- It's always tempting to go straight to what we think works, but going immediately to action ≠ results
- If we start with the ENDS and THEN focus on the means to get there, we're more likely to achieve our goals.

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Establishing Population Level Accountability

RESULT

The first question to ask is
"what is the end result you seek?"

INDICATOR

The second question to ask is
"how would you know if you got there?"

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Population Accountability

Results	Indicators
Families choose to stay, live and invest in Prowers County	Net migration rate (the rate of people moving into a county subtracted by the number of people moving out of the county)
Children reach their developmental potential and are ready to succeed in school and in life	% of children, Kindergarten –3rd grade who are reading at grade level
Colorado youth are connected to their community	% of 9th-12th grade students who report participating in any extracurricular activities in school

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Getting to RESULTS

- **Is a complete outcome statement.**
  Example: "All _____(population) in _____ (geographic area) are _____ (statement of well-being)"
- **Uses simple and plain language.**
  Environments impacting Colorado children are safe, stable, and supportive.
- **Avoids referencing data or improvement needs.**
  Example to avoid: More families can access affordable housing in Jeffco.
- **Avoids referencing services (services are a means to your end).**
  Example to avoid: Elder care centers in Lakewood serve clients effectively.

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Examples of Results

Early Childhood Colorado Partnership	Larimer County Early Childhood Council	Big Timbers Community Alliance
• Young children reach their developmental potential and are ready to succeed in school and in life • Adults are knowledgeable, responsible, and interact effectively on behalf of young children • Environments that impact children are safe, stable, and supportive • Localities and the state attain economic and social benefits by prioritizing children and families	• All children are valued, healthy and thriving	• All Prowers County residents are physically active • All Prowers County residents eat healthy foods • Families choose to stay, live and invest in Prowers County

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Practice: Result Statement

10 minutes

- Identify the population(s) you are working to impact
- Work to craft 1-2 Result statements you could potentially use at your organization

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Pop Quiz!

1. % of population overweight **INDICATOR**
2. Children are ready for school **RESULT**
3. Number of students in afterschool program **PERFORMANCE MEASURE**
4. % of students graduating high school **INDICATOR**
5. Residents eat healthy foods **RESULT**
6. % who rated a training "excellent" **PERFORMANCE MEASURE**
7. Number of meals served at food bank **PERFORMANCE MEASURE**
8. Children live in safe, stable, and supportive families and communities **RESULT**

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Language Interpretation Today

- ISI Translation for Spanish Interpretation
  - Eduardo Kogan
  - Isaac Ibarlucea
- Connections Interpreting for American Sign Language Interpretation
  - Sarah Augenstein
  - Shannon Townsend

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Purpose

Wellness

Thriving

Equity

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Producer
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Interpreter
- Provide language interpretation for discussion and chat

Slide 44

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Start with an Activity

Slide 46

Poll: Share what you do…

1. What is the focus of your population, clientele?
2. What issue area do you work in? What problem are you addressing?
3. What is your love language?

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Quick Review

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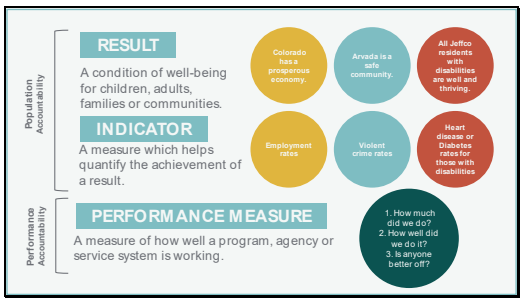

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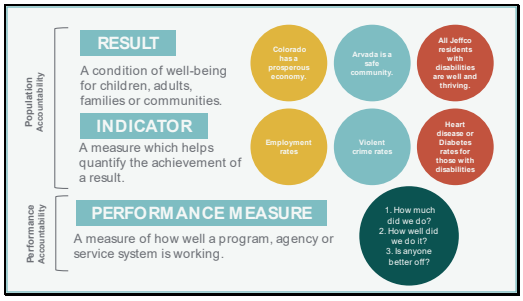

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Getting the Right Data

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Indicators as Vital Signs

- Picture indicators as "vital signs" for communities.
- Are things on track overall? What will tell us if things are off?

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Criteria for Selecting Indicators

Communication Power	• Does the indicator communicate to a broad range of audiences?
Proxy Power	• Does the indicator say something of central importance about the result? • Does it bring along the "data herd?"
Data Power	• Is quality data available on a timely basis?

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Practice: Selecting Indicators

RESULT: Colorado families are economically secure.

Rate each indicator low, medium, or high for each criterion.

Communication Power	Proxy Power	Data Power	Indicator
Medium	High	High	Children living in poverty in Colorado during the year 2018

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Data Resources for Selecting Indicators

- National Equity Atlas- https://nationalequityatlas.org/indicators
- Bureau of Labor Statistics- https://www.bls.gov/regions/news-release-finder.htm?states=CO
- Jefferson County Public Health- https://www.jeffco.us/2098/Disease-Stats-Data
- Metro Denver Homeless Initiative Point in Time Count- https://www.mdhi.org/2020_pit_reports
- **Kids Count Data Center-** https://datacenter.kidscount.org/data#CO/2/8/10,11,12,13,15,14,2719/char/0
- Colorado Department of Public Health and Environment
  - Colorado Health Indicators- https://cdphe.colorado.gov/workplace-safety/data-and-reports/colorado-health-indicators
  - Colorado Health Information Dataset- https://cohealthviz.dphe.state.co.us/t/HealthInformaticsPublic/views/CoHIDLandingPage/LandingPage?iframeSizedToWindow=true&,embed=y&,:showAppBanner=false&,:display_count=no&,:showVizHome=no
- The Piton Foundation Shift Research Lab- https://denvermetrodata.org/map
- Robert Wood Johnson Foundation County Health Rankings and Roadmaps- https://www.countyhealthrankings.org/
- The Opportunity Atlas- https://www.opportunityatlas.org/

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Selecting Indicators

Example: Robert Wood Johnson County Health Rankings

- Colorado Indicators from RWJ County Health Rankings
- What types of data do we have available?
- Which indicators have communication, proxy, and/or data power?

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Performance Level Accountability

How will we know we are successful in providing our services?

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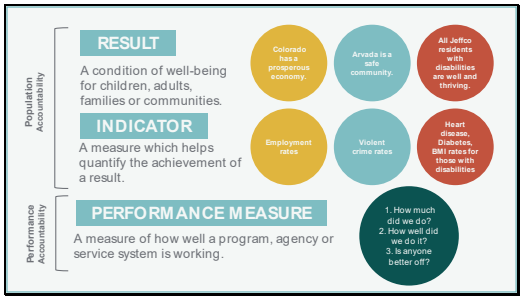

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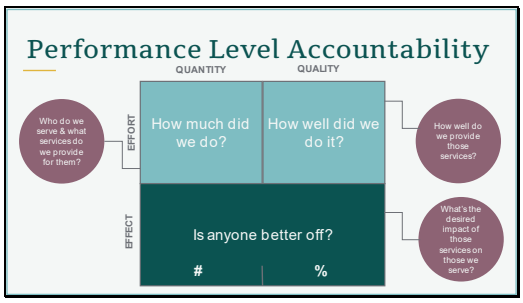

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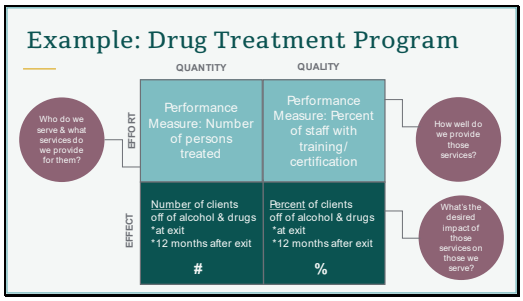

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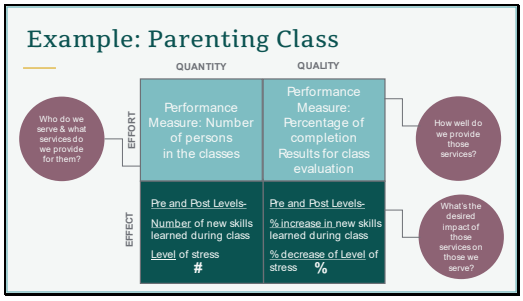

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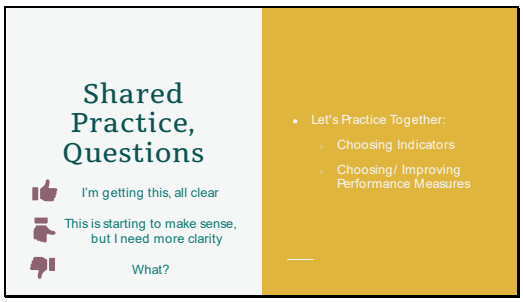

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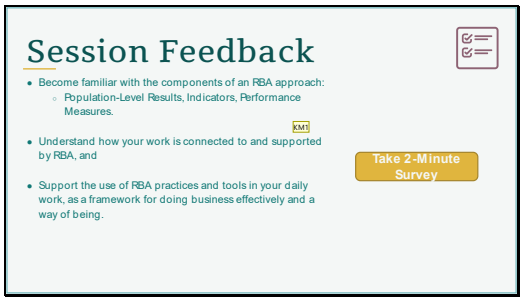

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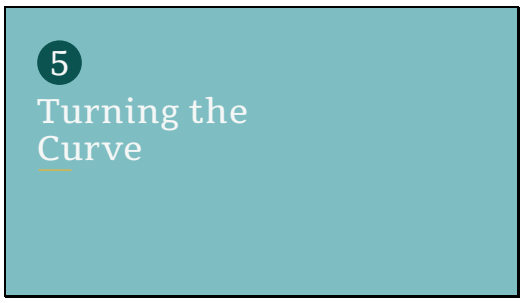

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Turn the Curve

- Systematic way to determine the best actions to take to make progress toward the end result you seek
- Starts by examining **how you are doing on the end result** you want to see by looking at trend data for the indicator
- Then explore the "**story behind the data?**" What are the key factors supporting or hindering progress? What are the root causes

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Turn the Curve

- Then asks which **partners** may have a role to play in addressing these root causes and improving progress
- Based on root causes, determine if there's already strategies and practices known to work –or if more research is needed
- Lastly, propose list of strategies, evaluate based on criteria, implement and track progress using performance measures

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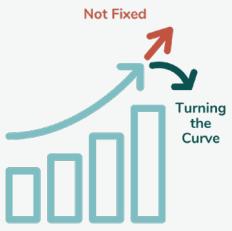
Turning the Curve

So you've got a leak...



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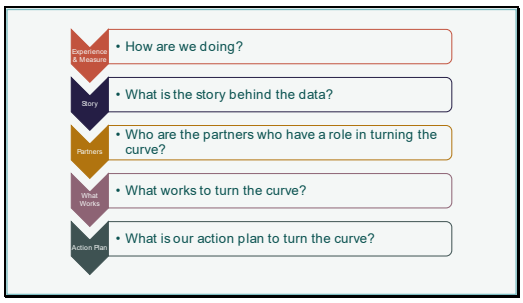
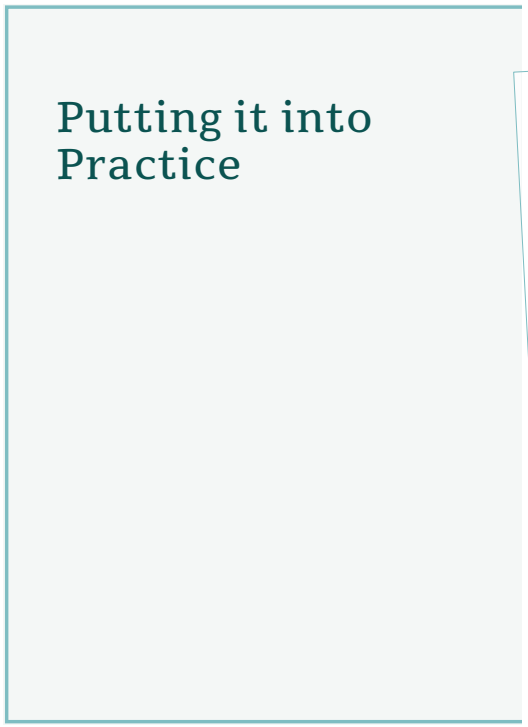
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