Shared Accountability for Coordination: Session 3

April 18, 2022











Welcome!

Please share your name, county, and role.

What is your favorite thing about your county?
What activities would you recommend for someone taking a day trip to your county?

Session Roadmap

- Session 1
- Building will

February 22

March 21

- Session 2
- Systems of communication

- Session 3
- Overcoming barriers to accountability

April 18



Session 3 Agenda

- Barriers to shared accountability
- Strategies for overcoming challenges to shared accountability
- Processes for shared accountability in smaller communities
- Wrap-up and reflections

What Do We Mean by Shared Accountability?

Adopting shared values, activities, and priorities that move organizations from being accountable only to themselves toward a system that achieves collective impact

Source: NICHQ Essentials of Collaboration



Shared Accountability Highlight: Monterey County

Sonja Koehler

Director, Bright Beginnings Early Childhood Development Initiative



Community-level results

and guidance

By 2025, at least 50% of children in Monterey County are well prepared for kindergarten. By 2023, reduce gaps in kindergarten readiness for children in low-income households.

Transform systems to support all children and families holistically so that they are healthy, their development is on track, and they are well prepared for kindergarten. Make changes to Caregivers systems and directly **Policy Makers Implementers** impact child and & families family outcomes Mobilize to **Collaborative Action Teams (CATs)** achieve change **Early Childhood** Language and Provide insight and technical Development Literacy Advisory expertise **Advisory Group** Group Support capacity for change and manage **Bright Beginnings Backbone Services** overall strategy **Monterey County Children's Council** Provide oversight

Barriers and strategies to shared accountability: What have you experienced?



Challenges Vary by Phase

Phase 1 & 2 – Assess Readiness & Initiate Action

- Competing priorities
- Getting (and keeping) the right people at the table
- Avoiding laundry lists
- Building trust

Phase 3 – Organize for Impact

- Developing capacity
- Building a common agenda, shared metrics & governance structure
- 3 Trolls: control, competition, & comittment

Phase 4 – Begin Implementation

- Maintaining trust
- Implementing plans
- Working across orgs/timeframes
- 3 Trolls

Phase 5 – Sustain Action and Impact

- Measuring impact
- Sustainability

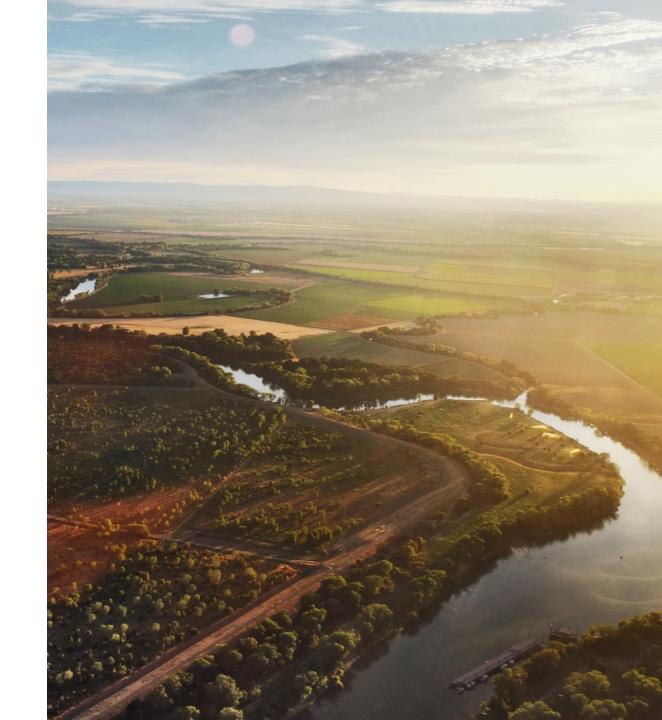
http://www.collaborationforimpact.com (2017)

Strategies to Overcome Common Barriers

- Prioritize building and maintaining relationships
- Clear strategy: Develop a work plan that utilizes activities and tactics that will the group reach its collective goal
- Consider that collaboratives aren't one size fits all; community context is critical
- Culture should stimulate action

Processes for Shared Accountability in Small Communities

- Leverage relationships
- Be aware of existing resources
- Scale your collaborative realistically
- Center your community context
- Use a variety of metrics/methods to show impact



Discussion

Discussion

- What have been some of the successes of your collaborative/initiative in terms of shared accountability?
- What are some barriers to shared accountability that you've encountered, and how did you overcome them?
- What are your hopes for future shared accountability for your collaborative/initiative, and what do you think you will need to reach those goals?

Thank You!

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