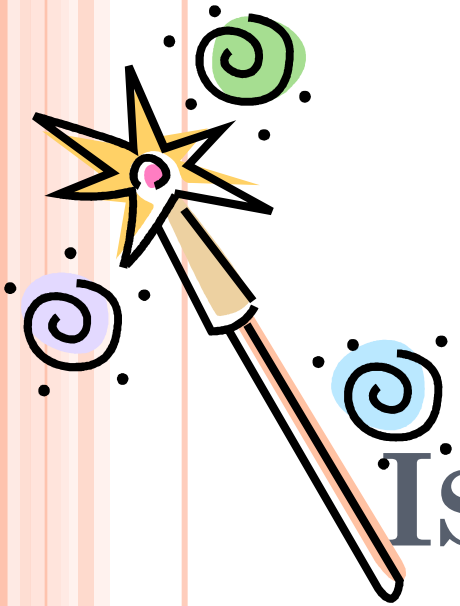


Is it Just Magic?
Creating Systems Change

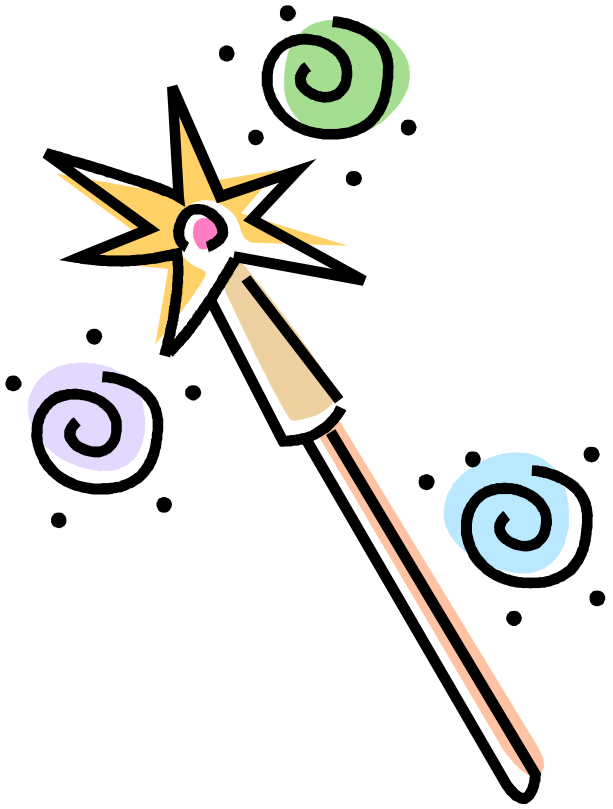
Wendy Dallin, Project Director
Anaheim City School District – 2006 Grantee

Jenee Littrell, Project Director
Grossmont Union High School District – 2005/2007 Grantee

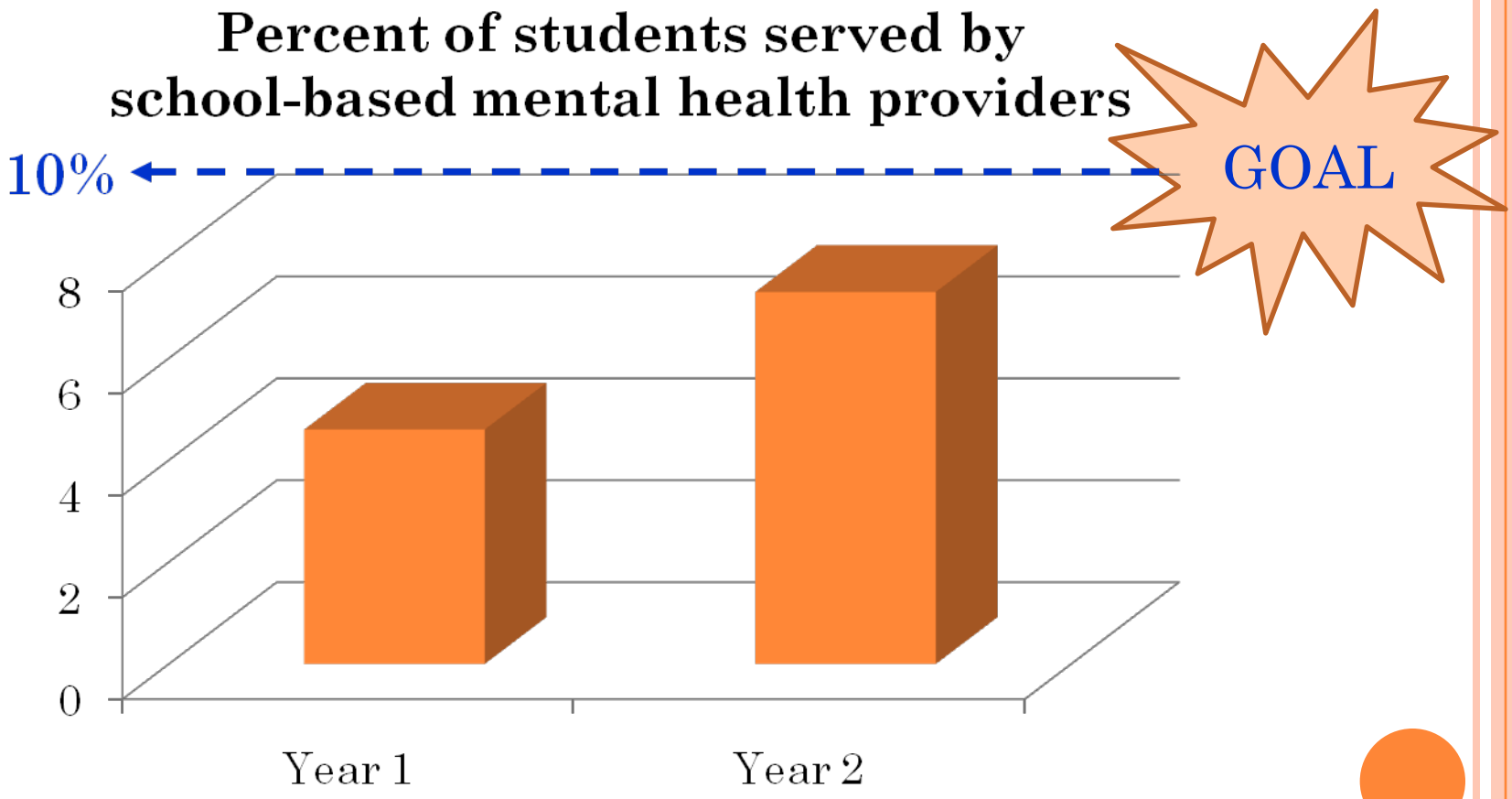
Our magic formula

- Use data to improve the program
- Eliminate barriers to implementation
- Tie everything to a common language

Use of Data



Use of Data

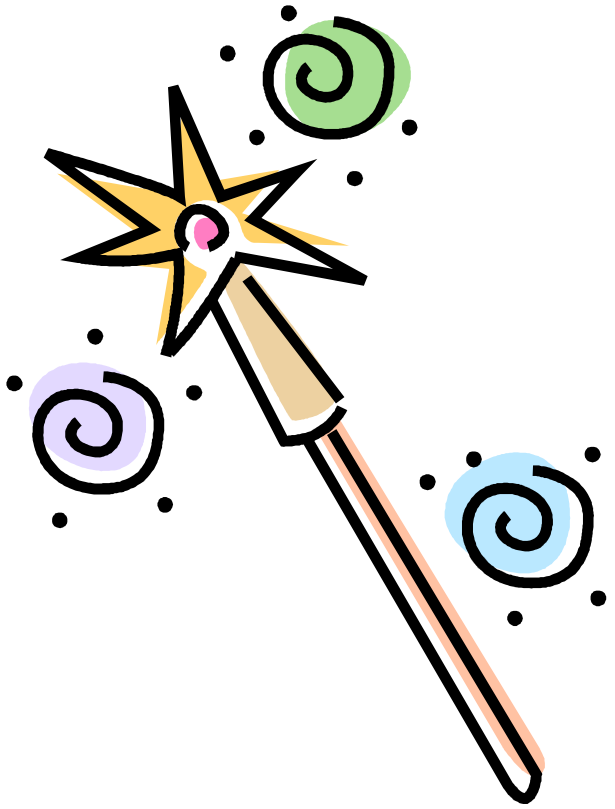

Percent of students served by school-based mental health providers
10%
GOAL
8
6
4
2
0
Year 1
Year 2

Use of Data

- Social skills groups

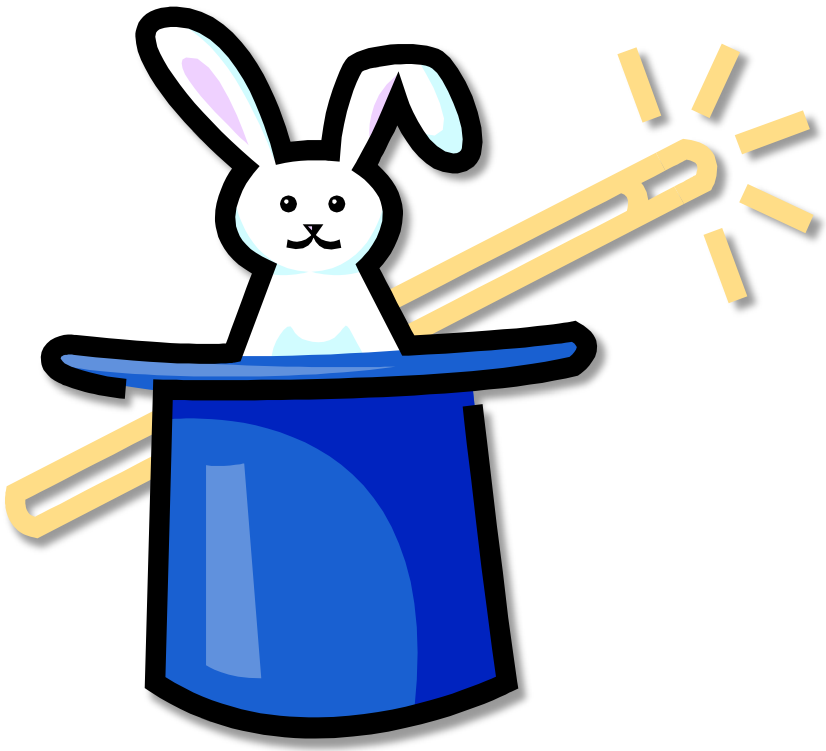
- Lunch clubs

Removing Barriers



Removing Barriers

- Weekly meetings
- Ongoing & open communication
- Focus on strengths
- Follow the vision again and again…



Mechanism of Diffusion
5 step process

1. Knowledge
2. Persuasion
3. Decision
4. Implementation
5. Confirmation

Source: Everett Rogers

5 Step Process

- Knowledge
- Persuasion
- Decision
- Implementation
- Confirmation

Our Magic

- Weekly meetings
- Ongoing & open communication
- Focus on strengths
- Follow the vision again and again…

Removing Barriers

She is one of the first people I go to

Principal

I feel like I'm a part of this school

Mental health provider

Common Language

- Tie all programs to the same model
- Talk the model…

over and over again

Common Language

We're the police… we don't do mental health

- Meet Ben…

We follow the Oregon Model

According to the Oregon Model…

Ben, did you get your copy of the Oregon Model?

How do the police support the Model?

Common Language

We're the police… we *absolutely* do mental health

- Ben now…

SS/HS 2005/2007

- East Region, San Diego County
- Five K-8 districts- 100 schools
- One high school district-11 schools
- Four municipalities and two unincorporated communities
- Three law enforcement agencies
- Two high profile school shootings
- One murder plot
- Suicide cluster- 5 students
- Border issues, teen prostitution, gangs, poverty, homelessness, war survivors

How We Accomplished Comprehensive Systems Change

- Built relationships
- Created a shared vision for students and families across “key” systems
- Used real stories to highlight organizational challenges
- Crisis as opportunity-working smarter and more efficiently
- Shared successes with all stakeholders

How We Accomplished Comprehensive Systems Change

- Identified institutional barriers
  - Information sharing-HIPAA, FERPA and Child Welfare Code
- Found subject matter expert (Dr. Bernard James, Pepperdine University) to help create a document that allows for legal information sharing
- Checked in regularly with stakeholders
- Set timelines and goals

How We Accomplished Comprehensive Systems Change

- Brought front-line, management, and agency heads along at the same time
- Built a system to address current and future needs
- Created a manageable process to collect and analyze data
- Formally documented the project history

1)Knowledge 2) Persuasion 3)Decision

4)Implementationa 5)Confirmation

Creating Systems Change

Discussion