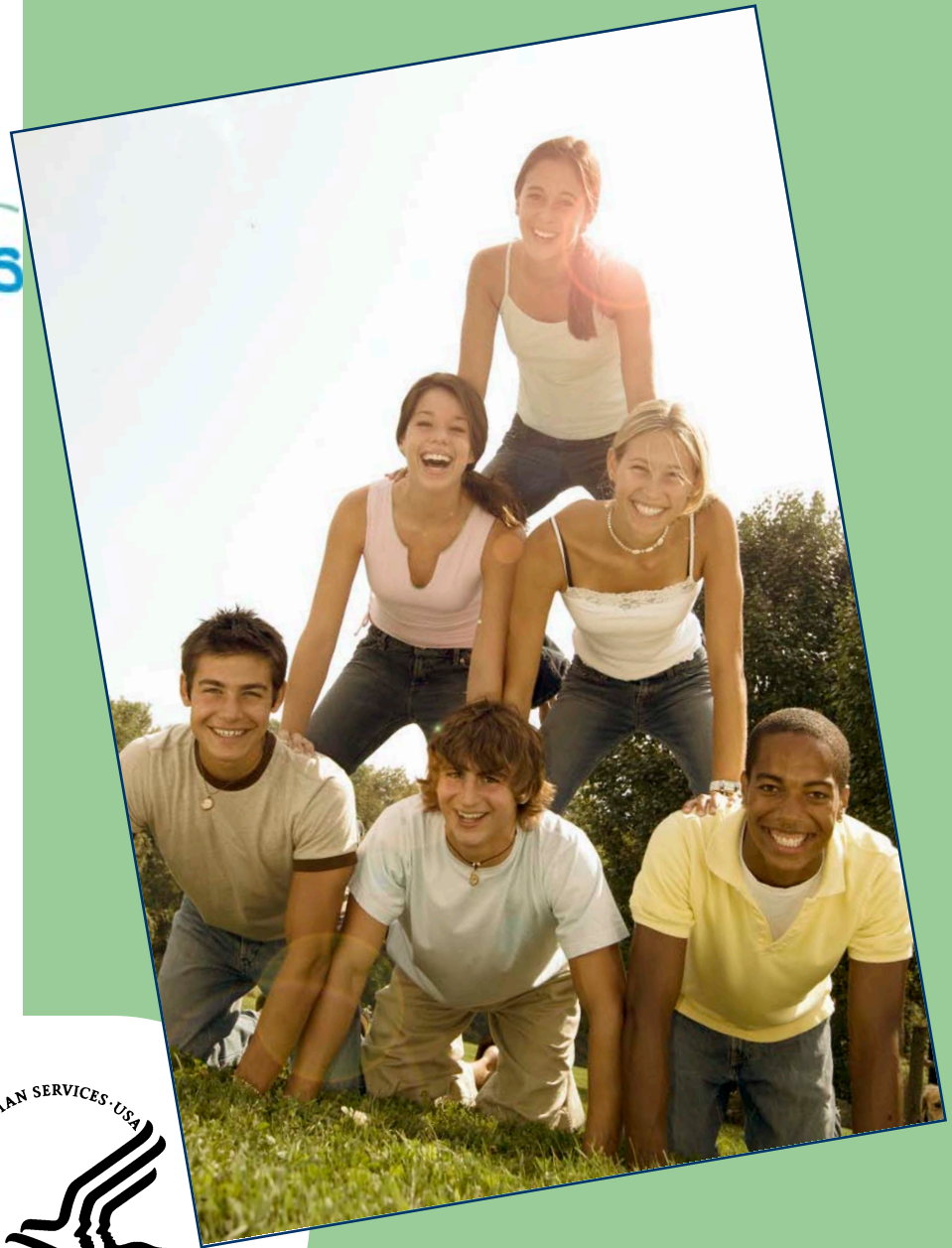




Safe Schools Healthy Students

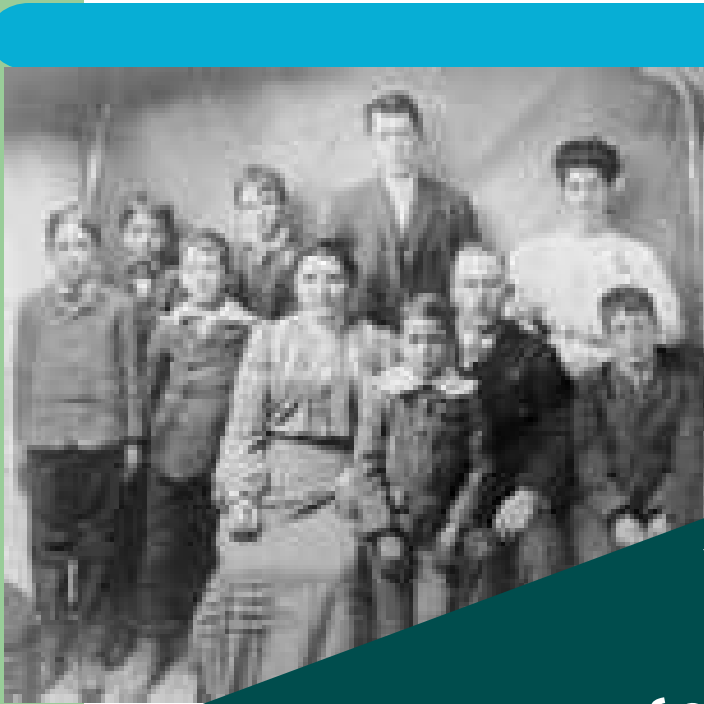
Overview Systems Change Partnership Collaboration

Michael Wells
Todd Henderson

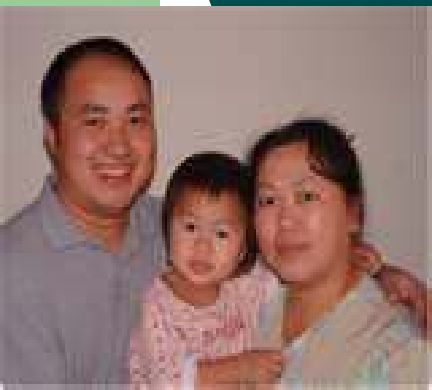




Safe Schools
Healthy Students



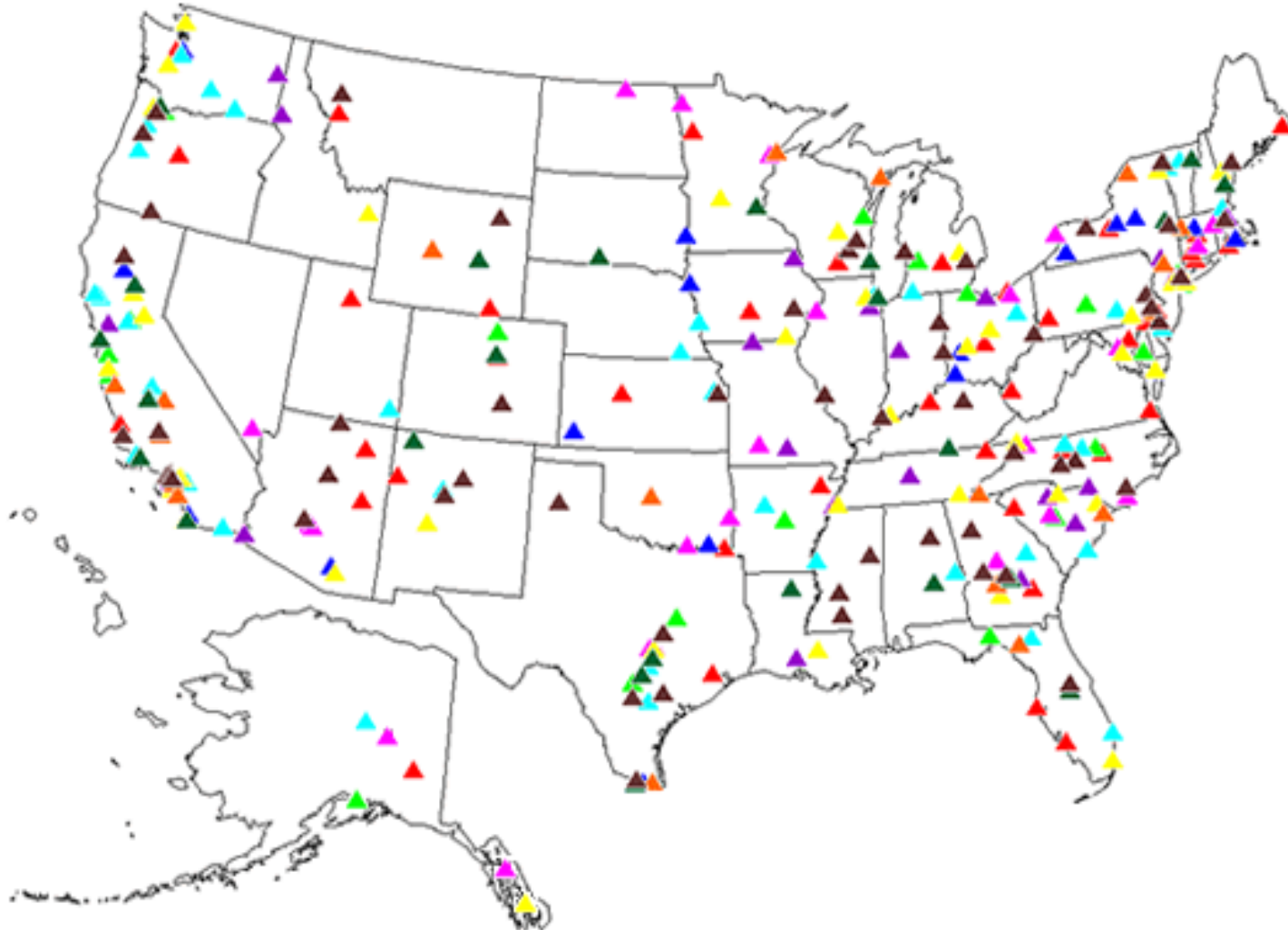
WELCOME to the
The Safe Schools Healthy Students Family





Safe Schools
Healthy Students

SSHS Grantees Nationwide





- **365 Safe Schools /Healthy Students Awards**
- **176 Active**
- **Nearly 900 School Districts**
- **Nearly \$2 billion dollars awarded**

Lots of Support

**The Veterans from
'08, '07, '06 ... have
much to offer.**



**They can provide you
support**



Lots of Support

**Technical Assistance
will be available from several sources**



Lots of Support

Your Federal Project Officer and all the staff at the partner agencies of the Federal Government are of course here to assist.





Safe Schools
Healthy Students

System Change



CHANGE

A large blue pentagon with a black outline is centered on the page. Inside the pentagon, the word "CHANGE" is written in a bold, white, serif font. There are some small, colorful decorative marks around the pentagon: a yellow line on the top-left edge, a red line on the left edge, and a small purple triangle near the top-right vertex.



B.A.C.A.
Bikers Against Child Abuse

Breaking the chain, healing the wounds
Western Oklahoma Chapter
www.bacawestok.org





Safe Schools
Healthy Students

Building a Good CMT

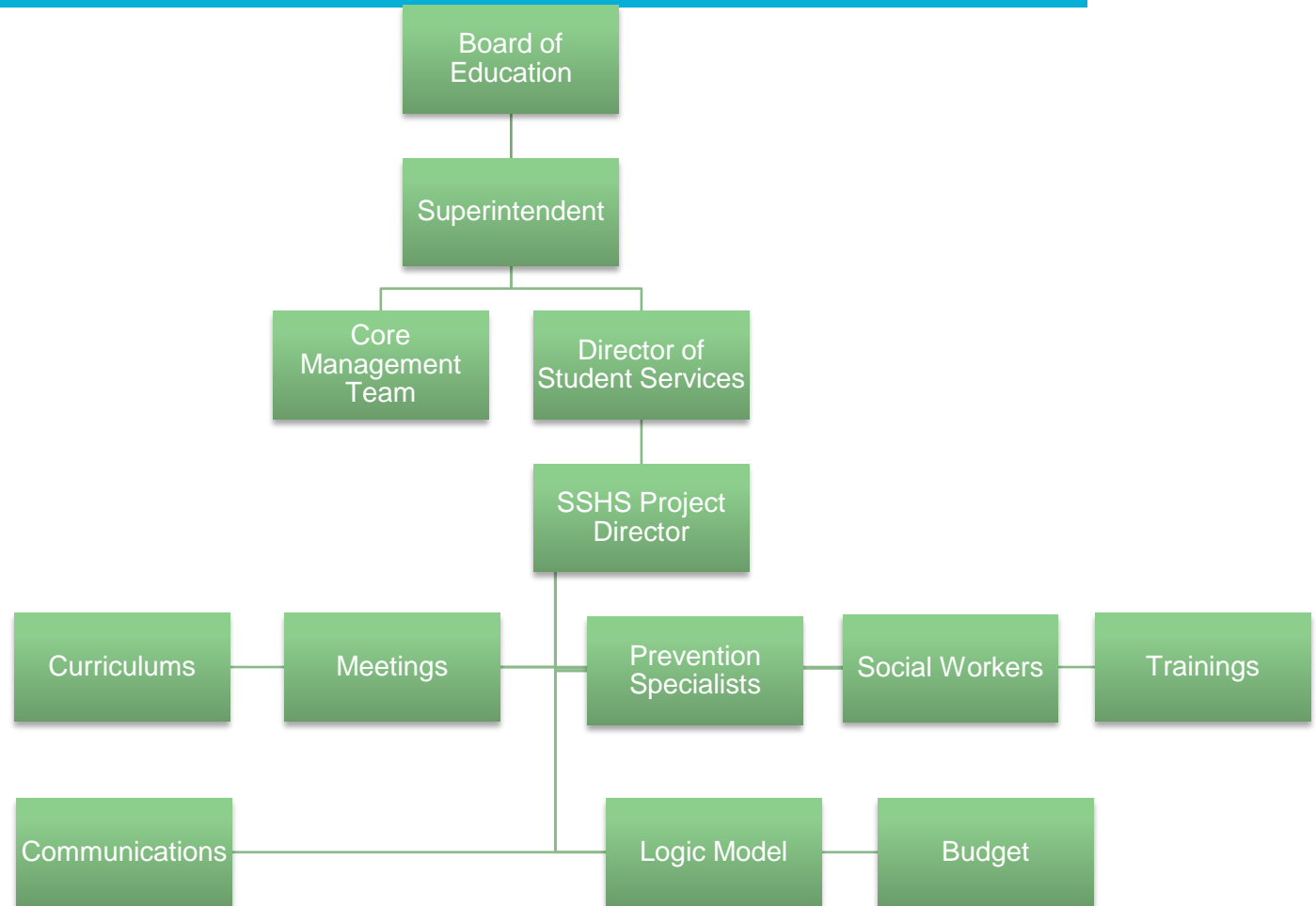


Yeah we got the Grant! – Now what?

- We had the post award call with all the CMT members and heard all about the Initiative.
 - OJJDP
 - Sherriff's Office
 - LME
 - LEA
 - Director of Student Services
 - Director of Community Relations
 - Partnership for Children
 - Communities In Schools Executive Director
 - Parent
 - Student

- We were all excited and ready to get started
- So I started to inform the community, school system, and key partners. I was arranging trainings, looking into curriculums, figuring out implementations plans, and setting up meetings. I thought it was the job of the Project Director to be the sole person in charge of the grant.

My Thoughts of the Organizational Chart



Why is this SO Hard?

- I was doing everything and there was little to no community buy-in to the Community Grant we just received. I kept asking these questions.
 - Why don't they want to step up and volunteer to help me?
 - Don't they want the best for our students?
 - How can I get the community to accept this as their grant and not just the Randolph County School's grant?

What is the BIG PICTURE for SSHS?

- After 5 months of wondering if I will ever get community acceptance of their role in the process I decided to call my Technical Assistance Specialist, Jim Vetter and my FPO, Dr. Michael Wells.
 - The support from all the people involved in the grant is what made this process so successful in the end.
- Jim and I walked through each aspect of the grant and talked about what community buy in would look like. I came up with the notion that I want ownership of the grant by the CMT.

Ownership? What does that look like?

- The question that Jim and I kept tossing around for weeks was, “What does ownership look like”? I said the CMT members:
 - Would volunteer to be on sub committees
 - Would oversee elements that fit naturally with their job
 - Ex: Sheriff’s Office – Element 1
 - Partnership for Children – Element 5
 - Would discuss the community issues and SSHS programs, and how they can support the initiatives.



So How Do I get Them to See the Importance?

- What have the CMT meeting been so far?
 - They show up, sit there, listen and text while I am talking.
 - I hustled around to find information to show them that I am doing a great job.
 - I did 95% of the talking
- This is not my picture of a collaborative group that is going to make systemic change in my county.

My Reference

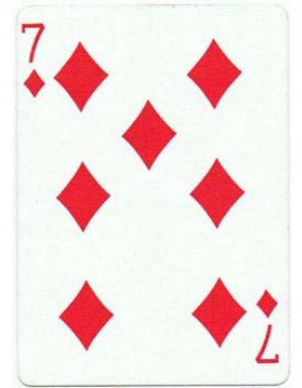
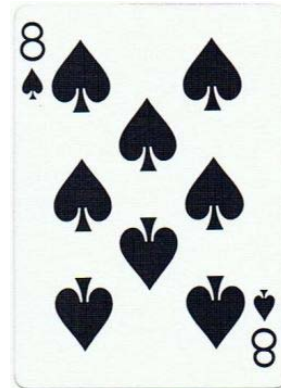
- Perceptual Control Theory (PCT) is an approach to human behavior and motivation.
- PCT is the theoretical basis for the CONNECT initiative
- PCT is also the basis for our overall systems change efforts
- Recognizing the perceptions (references) of others is fundamental to PCT

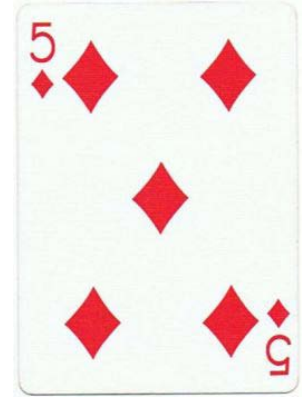
My Reference

- Based on the ideas of Perceptual Control Theory, I knew that I could only control my actions and my reference.
- So the best way to shift the CMT collaborative was to change the way I approached the meetings.
- I had to think about what it is that I wanted for the CMT.



Choose one card. I will try my hardest to figure out which cards is yours and I will remove it.





I started to realize that it is not about what I am seeing, but about what is missing.



Ownership!

- How do I create the conditions for the CMT members to have ownership. It is not something that I make them do, but rather conditions that I can establish for them.
- I decided to switch the CMT meeting from a reporting out session to an information gathering (seeking their reference) and discussion session around barriers, policy, community expectations, and community norms.

The New CMT Meetings

- Perceptual Control Theory teaches you to seek the reference of people with whom you are working (students, parents, staff, peers, etc.) so you can see what they are wanting. I had to find out what the CMT members were wanting from this collaborative.
 - You must be ready to hear answers that you don't necessarily want to hear, but it is good information to know. Once you know their reference, it becomes easier to structure the meetings and collaborative.

The New CMT Meetings – con't

- I had to change the way I approached the meetings. No longer could I come to the meeting and just share information. I had to find ways to seek their thoughts and opinions.
- With support from my FPO, Dr. Wells, and TAS, Jim Vetter, we were able to plan a CMT retreat to get us back on track.
- Before the Retreat the CMT met to determine what kind of collaborative team we wanted to be.

The New CMT Meetings – con't

- What kind of community do we want for our children? (I didn't use students because that is a school term)
 - Caring Responsible Structured
 - Innovative Connected Village
 - Productive Conducive to learning (Independent)
 - One where they can thrive
 - Good decision making



The New CMT Meetings – con't

- What do we hope to accomplish as a CMT? (1-5 years)
 - Unity
 - Better outcomes for children
 - Healthier students
 - Connections with students and staff
 - Unified, seamless approach between agencies



The New CMT Meetings – con't

- Why Safe Schools Healthy Students?
 - What we are doing now is not working
 - Cultural shift
 - Get ahead of the curve (trends) look ahead and prepare
 - Bring issues forward for a closer look with out prejudice

The New CMT Meetings – con't

- What will get us there?
 - Building relationships (agencies) with staff, students, parents, and community
 - Talking about the brutal facts, own them – NO blame (accept and work on it) – not personal
 - Not about us – it's about the children
 - Listen

The New CMT Meetings – con't

- How will we know when we get the community we want?
 - Changes in policies between agencies
 - Evaluation results from evaluator
 - Common language of community
 - Trust between CMT members to say what needs to be said

The New CMT Meetings – con't

- What do we need to do? Collectively/
Individually
 - Bring ideas to the table
 - Sharing good, accurate information
 - Looking at things differently to bring resources to enhance SSHS
 - Actively support SSHS in main role
 - Help build agency relationships
 - Step outside the box and silos to see how to help each other
 - Ownership
 - Nurture and foster relationships

Our Belief Statement

“In a Connected Community, people make good decisions creating a healthy and safe environment where all can thrive.”

- Now when we meet we are reminded by our shared belief statement of the CMT we want to be. This helps when shared ownership is needed.
 - Ex: How does this help us to be the CMT that will create our desired community?

How is it different?

- **There is ownership in the SSHS initiative**
 - We have sub committees that the CMT decided would be helpful.
 - Budget
 - Communications
 - Data
 - Policy decisions are now part of CMT responsibility.
 - Evaluation data is shared with CMT and informs their decisions.
 - Partners are collaborating on other projects.
 - JCPC, OJJDP and LEA gang grant
 - G.R.E.A.T

How is it different?

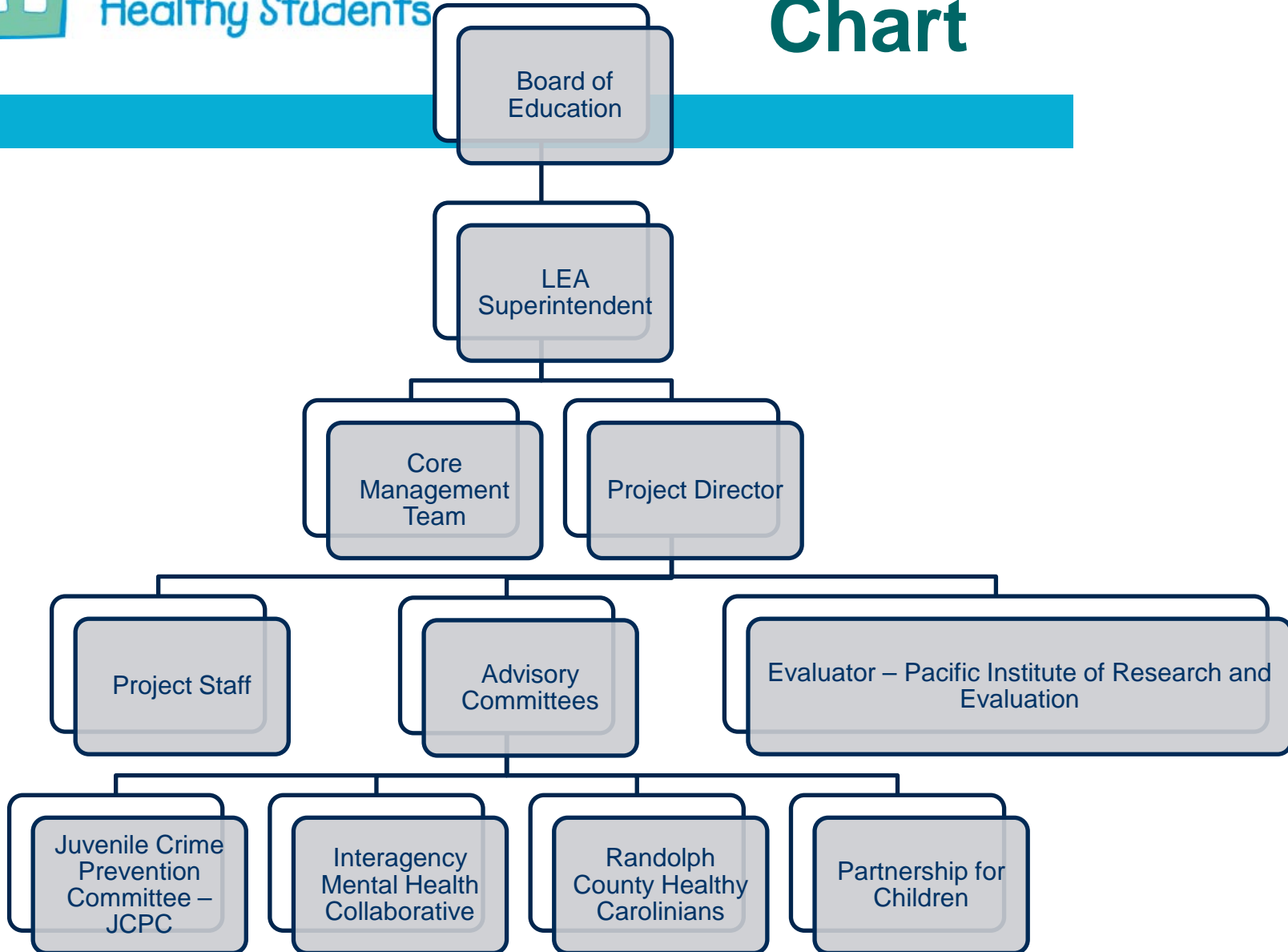
- Sherriff's Office has identified that the use of SROs could be different and the CMT has added suggestions for improvement
- Mental health referrals have been utilized between OJJDP and LEA
- CMT members head up the communication and budget committees and report back to the CMT with recommendations/suggestions

How is it different?

- The meetings are now conversational and productive.
- The members show up, talk, volunteer, brainstorm, and make community-guiding decisions.
- We are moving closer and closer to fully integrating services
- Together as a CMT we all are working on getting DSS actively involved in the process.



New Organizational Chart





Why has SSHS been successful?

- **SUPPORT!!!!** Communicating to all stakeholders is most important. In Randolph County the Board of Education has been a huge supporter of the CONNECT Initiative.
- Superintendent's leadership and guidance has allowed the PD the freedom to pursue the changes needed. This has been the most vital behind the scenes support during the initiative.



Why has SSHS been successful?

- Good communication with your FPO, TAS and Communication Specialist. Talking to them regularly, telling them the whole picture and not withholding information has allowed them to give me the support needed to be a success. I would suggest that you keep in constant communication with them so they can assist you when you are having trouble.

My Advice

- Start with the end in mind – What do you want from the SSHS grant opportunity? “Systems Change in the community”
- Seek the reference of your CMT and develop a Belief Statement of what kind of CMT they want to be
- Communication with school board, superintendent, FPO, TAS, CS, evaluators, and community partners.



Safe Schools
Healthy Students

Questions? Contact

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