**Regional Collaborative Leadership and Decision-Making Team Self-Assessment Tool**

In the spirit of continuous quality improvement, this tool is provided to regional teams to assist with annual self-reflection with optimizing team functioning in mind.

AHS encourages use of this tool on an annual basis, with each team member filling out the tool individually and then sharing and comparing responses as a team. In thinking about how to use the findings from your assessment, you may want to discuss how to leverage those areas to which most team members respond “agree” or “agree strongly.” Likewise, the areas to which some or many team members respond “disagree” or “disagree strongly” most likely suggest one or more changes to the way the team functions. All the strategies that result from these discussions could form the basis of a team continuous improvement plan.

Please note that this tool is a work in progress. AHS welcomes your feedback and suggestion.

# AHS Regional Team Self-Assessment Tool

|  | | **Agree Strongly** | **Agree** | **Disagree** | **Disagree Strongly** |
| --- | --- | --- | --- | --- | --- |
| **Vision and Guiding Documents** | | | | | |
| 1 | Our team has an overview document that lays out our vision. |  |  |  |  |
| Comment: | | | | | |
| 2 | Our team has communicated that vision to key community partners. |  |  |  |  |
|  | Comment: |  |  |  |  |
| 3 | Our team uses this vision to drive decision-making. |  |  |  |  |
| Comment: | | | | | |
| **Accountability and Strategic Planning** | | | | | |
| 4 | Our regional team develops a collaborative strategic plan, and review it at least annually. |  |  |  |  |
| Comment: | | | | | |
| 5 | Our strategic plan is data driven, targets a prioritized set of population indicators and other regional priorities, and identifies how each partner will contribute to the work of improving the system of supports and services for children, youth, and families. |  |  |  |  |
| Comment: | | | | | |
| 6 | Our strategic plan, and activities related to its implementation, align with existing regional and state plans (e.g., AHS strategic plan, System of Care/Act 264, Building Bright Futures Regional Action Plan, Blueprint for Health strategic priorities, and if one exists, the Accountable Communities for Health plan) and the work of other local/regional groups that also serve children, youth, and families. |  |  |  |  |
| Comment: | | | | | |
| 7 | All regional leadership team partners regularly share their performance level data with our collaborative team, and we celebrate successes, and work together to support improvement where we can. |  |  |  |  |
| Comment: | | | | | |
| 8 | Our team applies a Results-Based Accountability™ framework to planning and implementation. |  |  |  |  |
| Comment: | | | | | |
| **Linkages with Community Partners** | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 9 | | We have strong partnerships with health care providers and health care systems and clear and streamlined referral processes that assure we are meeting families’ needs across health care and human services. |  |  |  |  |
| Comment: | | | | | | |
| **Decision Making, Service Delivery, and a Culture of Collaboration** | | | | | | |
| 10 | Youth and family voice and perspective informs our planning and decision making. | |  |  |  |  |
|  | Comment: | |  |  |  |  |
| 11 | Members of our team bring a commitment to sharing resources to advance our regional strategic/work plan goals. Partners are open to considering new strategies for using their resources in the face of emerging or unmet needs. | |  |  |  |  |
| Comment: | | | | | | |
| 12 | We use our meetings to promote a full family system approach for all services, and actively seek ways to apply the Strengthening Families™ framework of protective factors to service delivery | |  |  |  |  |
| Comment: | | | | | | |
| 13 | Our region works collaboratively to assure local professional development opportunities are available to community partners and staff. | |  |  |  |  |
| Comment: | | | | | | |
| 14 | We offer regular trainings that help orient new state and community partner staff to the region’s culture of collaboration. | |  |  |  |  |
| Comment: | | | | | | |
| 15 | Team meetings are efficient and well run. | |  |  |  |  |
| Comment: | | | | | | |
| 16 | Our team uses a clear and agreed-upon approach to decision-making. | |  |  |  |  |
| Comment: | | | | | | |
| 17 | There is an agreed-upon protocol for handling conflict among team members. | |  |  |  |  |
| Comment: | | | | | | |
| **Relationship with AHS** | | | | | | |
| 18 | Our team communicates barriers to our collaboration and integration efforts (i.e.,  services, funding, and/or policy impediments to integrated services) to AHS. | |  |  |  |  |
| Comment: | | | | | | |
| 19 | AHS Departments and Divisions seek input from our team in decision-making when appropriate. | |  |  |  |  |
| Comment: | | | | | | |
| 20 | AHS clearly communicates with our team in a timely and respectful manner. | |  |  |  |  |
|  | Comment: | |  |  |  |  |
| 21 | Our team is comfortable bringing concerns and suggestions to AHS. | |  |  |  |  |
| Comment: | | | | | | |