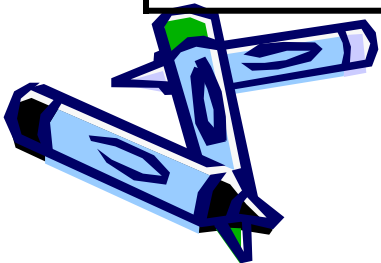
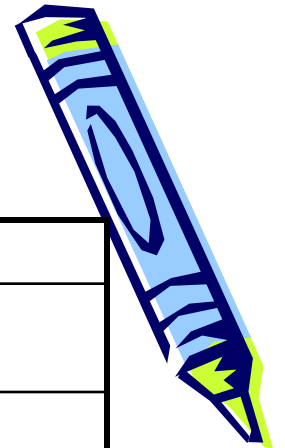


Early On Michigan
Redesign
April 22, 2005



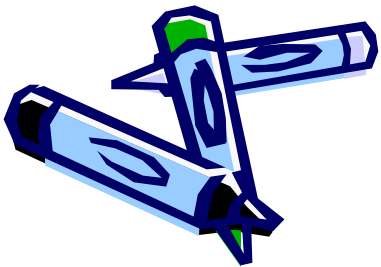
Steps in the Redesign Process

Steps	Product	Who
1. Set the Context	Key/Critical Causes & Forces	Early On System Stakeholders
2. Define Eligibility	Eligibility Criteria	Interagency Team
3. Map Fiscal Resources	Fiscal Map	Funding Analysis Task Force
4. Define Outcomes	Outcomes	ECO Center
5. Resource Allocation	% of Funds for each Outcome	Early On Leadership Team
6. Establish baselines & choose strategies for each Result.	Baselines & Strategies	Results Teams
7. Review options for shared "purchasing" across results	Shared "purchasing" plan	Results Team Leaders
8. Strategic Plan & Budget	State Performance Plan	Interagency Team



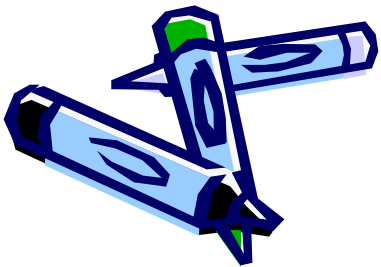
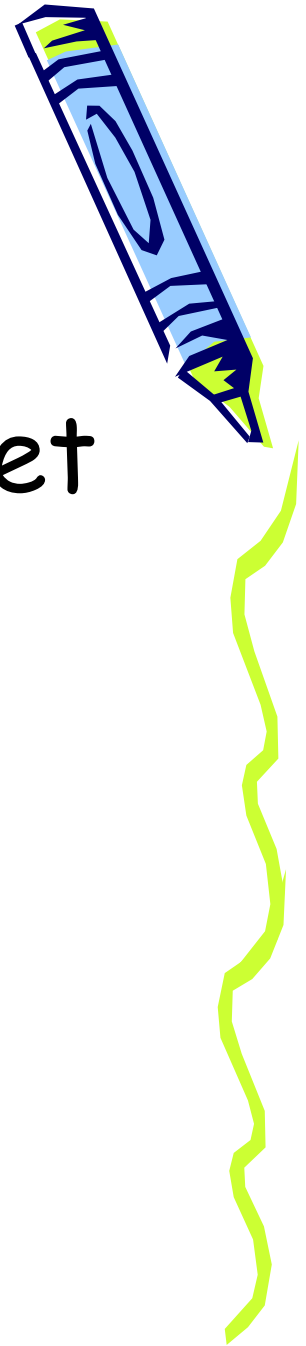
Step #1: Setting the Context

- Why?
- Much has changed since 1987 - when the planning for what has become Early On began
- Choosing effective strategies for change and improvement needs to be done with an understanding of the current context



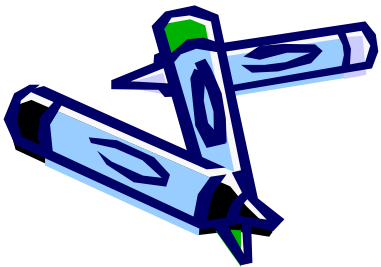
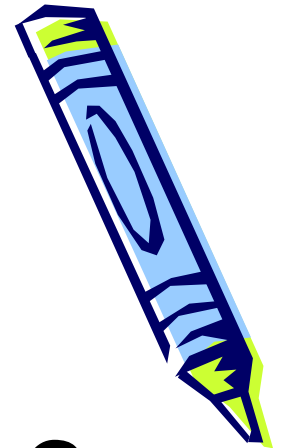
What is our Task?

- Coming to agreement on a set of key/critical causes & forces that are impacting Early On

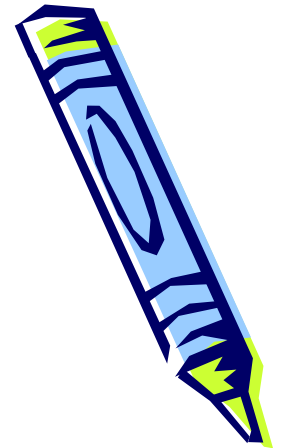


What aren't we going to do today?

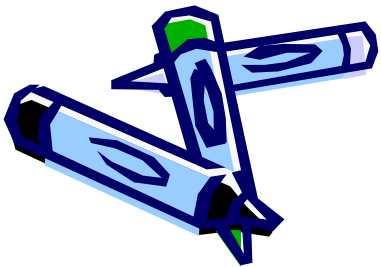
- Identify every problem that Early On is currently facing
- Solve the problems that Early On is currently facing



How will the Causes & Forces be used in the Redesign Process?

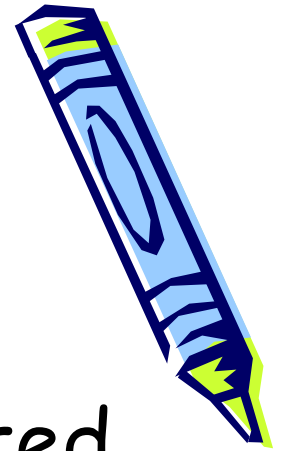


The remaining steps in the redesign will hold these causes & forces in mind as the products of each step are produced



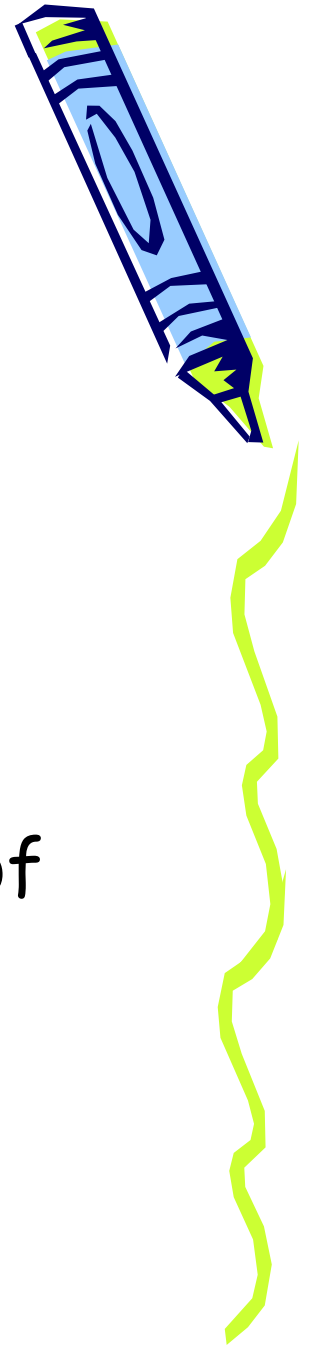
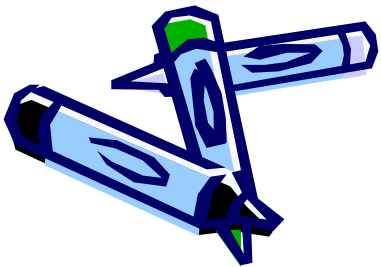
What is a Cause or a Force?

- A strength or energy that is exerted or brought to bear upon something - producing motion or change
- Can be political, economic, social, intellectual, financial, of nature, etc.



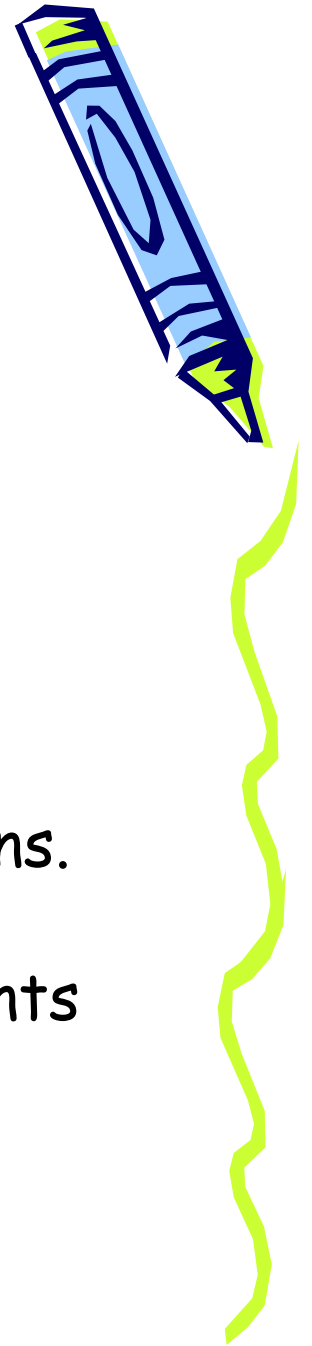
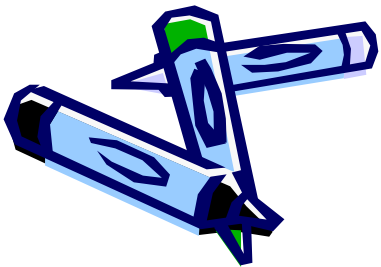
Are all forces & causes negative?

- No!
- Example: Brain research regarding the critical importance of the first three years of life.
- *Example: Neurons to Neighborhoods* findings about the intertwined nature of social-emotional health and all other developmental domains



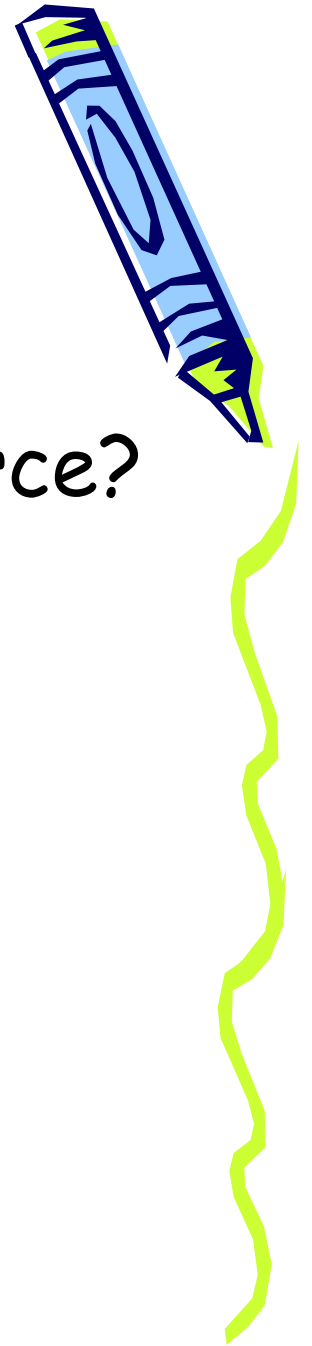
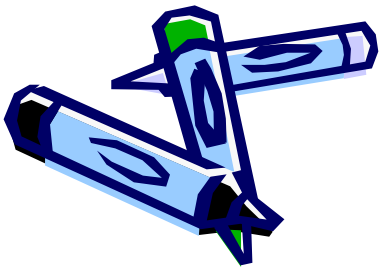
Doing the translation from *problem* to force/cause.

- Ask the WHY question 5 times.
- Example: Not enough time. Why?
- Too many tasks. Why?
- Service Coordinator & Provider. Why?
- That is how local model is set up. Why?
- Decision-makers don't know about other options. Why?
- Information about how to best build components of system not reaching administrators.

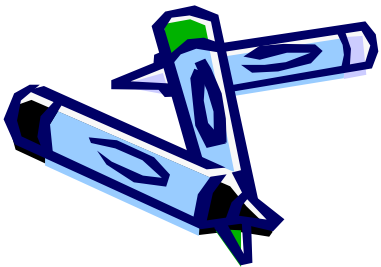


Check for Understanding

- Is too much paperwork, a cause/force?
- Is new research about how young children learn, a cause/force?
- Is increased accountability for outcomes/impact, a cause/force?

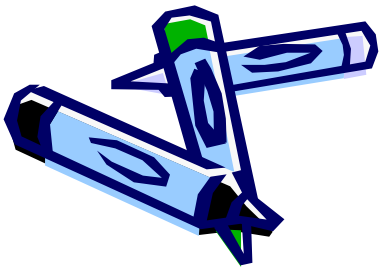
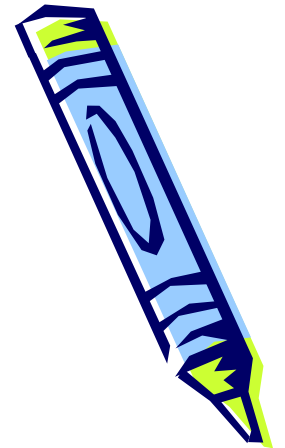


Questions??



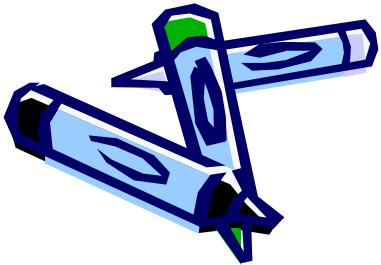
Individual Work

- Work individually to come up with **YOUR OWN** top 10 most critical causes and forces impacting Early On
- Remember that Causes & Forces are not all negative
- You have 15 minutes for this work



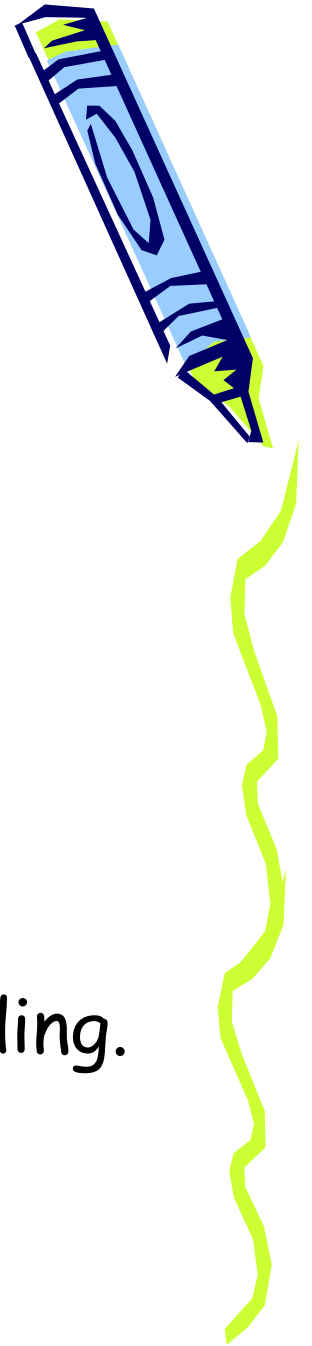
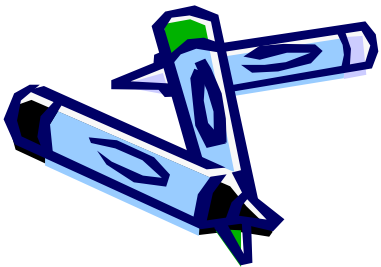
Conversation Guidelines

- Help each other stay with the task of defining the context
- Show respect for fellow group members and their ideas, by listening and avoiding interruption.
- The record needs to reflect the thoughts of each group member.
- Time frames are firm.



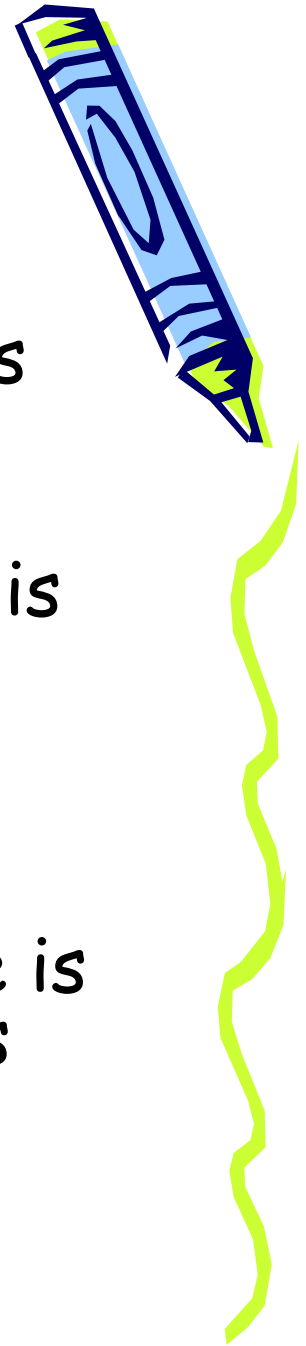
Small Group Work

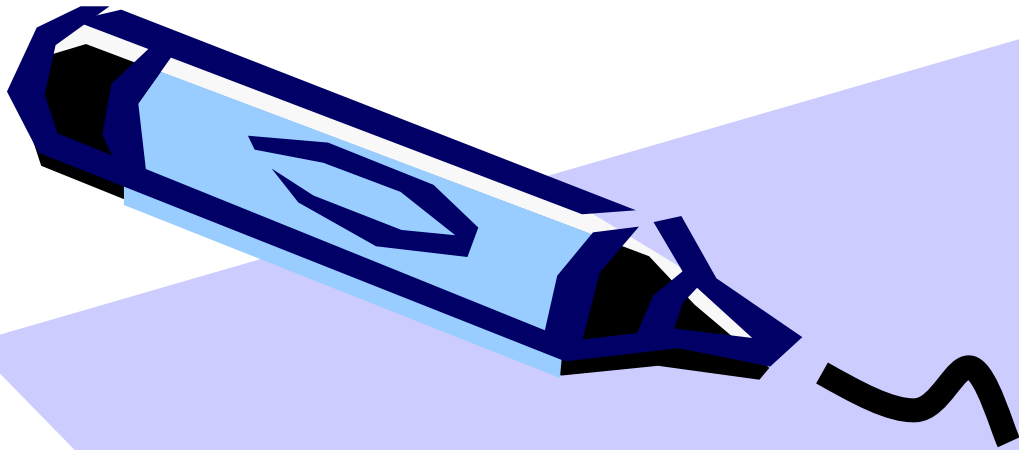
- Find 8-10 other people to work with.
- Identify a facilitator, recorder and timekeeper.
- Each person will share their forces & causes.
- Group members will listen and ask clarifying questions to build understanding.



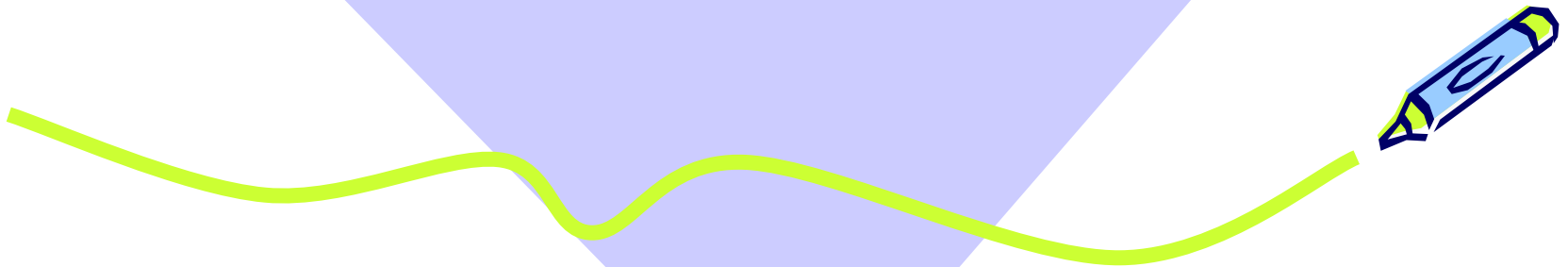
Small Group Work

- Check each other to make sure that it is **CAUSES /FORCES** that are being put forward.
- Create a list of **CAUSES/FORCES** that is representative of the best thoughts of your group. You do not need to reach consensus in your small group.
- Print each **CAUSE/FORCE** on a piece of paper and take to the sticky wall. There is no limit on the number of causes/forces your small group moves forward.





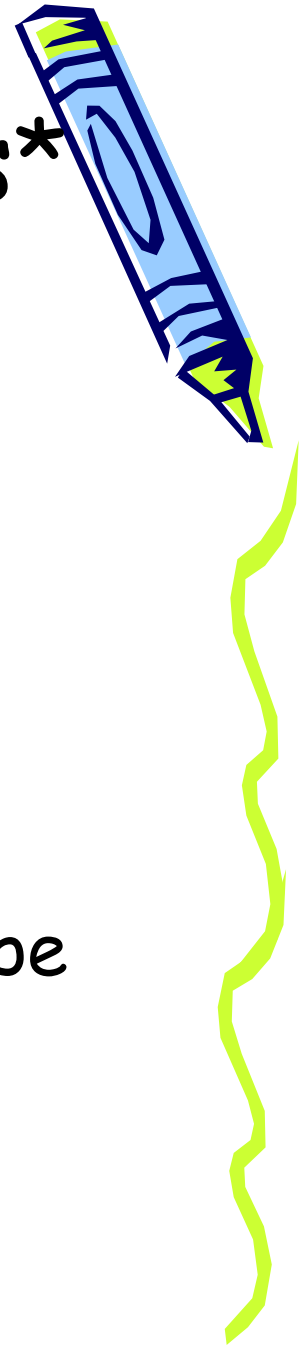
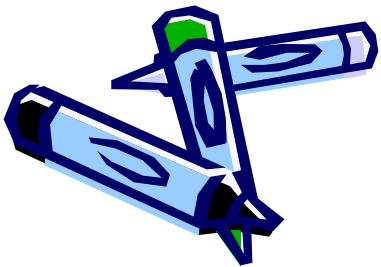
Small Group Work:
Nature of Causes/Forces



Three Types of Causes/Forces*

- Cyclical: Time Limited
- Structural: Long Term
- Fiscal: Financial Resource

*A Cause/Force may be more than one type



Early On Redesign website:

- <http://www.earlyonredesign.com/>.

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