

Moving Forward

Questions for Supervisors, Managers, and Initiative Coordinators

1. Is our current organizational structure and environment conducive to fully implement a change in practice? If not, what can I do to address barriers?
2. Do staff understand and agree with what changes need to be implemented and why?
3. Do staff have the necessary skills and support?
4. Do I have the necessary skills to support my staff?
5. Do I have the support I need from organizational leaders and decision-makers?
6. How can I use my supervisory and leadership skills to enhance the system change process?
7. How can I support and promote leadership on the coordinating committee?

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Questions for Care Coordinators

1. What aspects of my agency support my efforts?
2. What aspects are not supportive of my efforts or create barriers to my work?
3. Do I have the skills and support necessary to incorporate the values of CST in my work?
4. How do I help ensure family and youth voice, access, and ownership?
5. Do I have the skills and support necessary to effectively facilitate family teams, including managing team conflict?
6. How can I use my leadership skills to enhance the system change process?

Moving Forward Questions for Your Coordinating Committee

1. How well has the mission for your CST effort been clarified?
2. What are the specific outcomes you hope to accomplish?
3. What are the core values on which you hope to build your integrated system of care?
4. In what ways have you incorporated the perspectives of the various agencies and stakeholders who will be a part of the process?
5. How has top managements' understanding, support, and guidance been elicited?
6. How central is line staff empowerment to the change process?
7. How has family voice and participation been maintained as a focus in the planning process?
8. Have all necessary agencies and stakeholders been included in the process?
9. How have the information technology requirements been addressed?
10. Who are the leaders for the project, and do they represent the agencies and stakeholders who are needed for successful implementation?