Administration for Children & Families

·VISION·

Practice...

BRIDGING

SERVICE SILOS

Experiment in funding creative ideas that are tied to outcomes

Decentralize the Central Office and work in the field

Closer to our intermediaries and able to better serve them

We have ELEVATED our DEBATE from advocating for policy to promoting results, skills & outcomes

Intermediaries are able to debate how policy translates into practice

Inter-program Staff exchanges

Best Practices Sharing Conference

Building Open & Inclusive Processes

ACF is a Compelling Convener

Building a collaborative, ACF-interpersonal relationships

Single, online application to enter system, determine eligibility and monitors

Competent, skilled and motivated workforce

Well-rewarded financially & Opportunities as skills development

Our people have full practice in the system and we know when specialization is required

We are skilled in Community participatory process and practice

ALIGNED WITH CLIENTS' OUTCOMES

We make it less hard for people who want to do this!

Respectful without being indifferent

We incent local leadership engagement and activism

Culture of AWARENESS, ACCESSIBILITY and EMPOWERMENT

ACF CULTURE

Every employee wears a face and a name

Interoperability is built into how we design our programs, such that it happens seamlessly

Structure...

FUNDING

and Resourcing

Making progress on ONE PIECE of work with our INTERMEDIARIES

PEAK PERFORMANCE WITH INTERMEDIARIES

Definition of DESIRED OUTCOMES is more comprehensive

Support & recognize the "Best of the Best" to the nation

Programs delivering like benefits are under COMMON LEADERSHIP

LEADERSHIP and GOVERNANCE

We share our own ACF BEST PRACTICES

TECHNOLOGY

Framework

DIVERSE WORKFORCE

Workplace looks like America

diverse ages

Disabilities respected

Variety of educational levels & degrees

Social Services

We HIRE to meet the NEEDS of PROGRAMS as they change

WORKFORCE, WORKFLOW AND TRAINING

NEW SKILLS

- Skillful in and a pressure we draw on is Data-driven, research driven solutions
- We can easily SHIFT PERSPECTIVE
- We are great at COLLABORATION, COOPERATION and INTEROPERABILITY

Delivery & benefits don't rely on us being in the office

WE HELP TO INCREASE ACCESSIBLE STRUCTURE

- Weekend hours*Clients' Kiosks
- Our clients are located in the communities they serve - Mobile Units

WE INVENT THIS!

We're under one umbrella

Hands-on and present PARTNERSHIP with our clients

Great INTEGRATORS

Able to respond quickly in a crisis and equipped for long term issues

CONSUMER-DRIVEN, UNIFIED METRICS: We measure what matters to consumers

Measurement Systems

We're in you!

Informed by Stakeholders and consumers

Strong FACILITATION & NEGOTIATION skills

Confidentiality & Privacy

INFORMATION MANAGEMENT

We are very clear on where we INFLUENCE, IMPLEMENT and ADMINISTER

WE CONTINUE TO ARTICULATE AN INNOVATIVE, EXPANSIVE VIEW OF THE PROGRAM AND IT'S IN THE BUDGET

Access to information in a clear, respected manner

Flexibility allows us to be responsive to CLIENT NEEDS

Policies address how funding is used at local level

Programs that show we are leading edge

Two-year appropriations

More decatego-rized funding, but not less!

In-house expertise is visible and applied to policies

We're more ready with Technical, clinical and practical resources

Our RESEARCH & EVALUATIONS is very accessible to many Congress, State partners, local and non-profit, practitioners...

Conversations around policy take in the whole context

Notice, highlight, recognize and reward BEST PRACTICES

We are the "go to" agency

Policy...

Structure accountability to the ultimate outcome of the client

Fewer layers more shared authority, transparency and shared accountability

Based on metrics

Multi-agency Shared DEFINITION of how to determine if policy is working

We recognize the balance between

Flexibility and accountability

Public and Political Will

MULTI-BRANCH POLICY GROUPS

Policy Workgroups of members of Congress and other Stakeholders that develop proposals

More flexible HIRING POLICIES

"I can review resumes and choose the most qualified"

RESULTS-DRIVEN, OUTCOMES DRIVEN!

Policies are clearly linked to OUTCOMES

A system to regularly evaluate our policies & stay aligned with society's needs.

EXAMPLES OF PARTNERSHIPS

connection with partners

HUD

Labor

Education

Integrated and Interconnected Policies with agencies external to ACF resulting in a seamless benefit to the client

Policy takes into account other agencies needs

We are Known as nimble and responsive

Clear, well articulated policies for family & children at the national level

Creative Leading Innovative Clear Responsive

CHARACTERISTICS OF OUR POLICIES

We have a SHARED PICTURE of the system leading to cohesive and integrated policies

Policy that is flexible enough to address EMERGING through MATURE ISSUES

crisis

A SPECTRUM!

Better communication within and outside of ACF

Stewards of Change
The Business of Public Benefit

Sounding Board Ink, LLC
www.soundingboardink.com

graphic facilitation by Betty Phillips & Julie Fitzpatrick

INSIGHT
ELICITED
INVOLVE
CLEAR
THINKING
EFFECTIVE
VISUAL