NORTH Dakota
Be Legendary.

| Children's Cabinet

2024 Annual Report

Charter and Strategic Plan

Members of the North Dakota Children's Cabinet

Representative Michelle Strinden (Chair)
State House of Representatives

Representative Brandy Pyle
State House of Representatives

Senator Kathy Hogan
State Senate

Senator Michelle Axtman
State Senate

Honorable Lisa McEvers
Chief Justice, North Dakota Supreme Court

Superintendent Kirsten Baesler
Superintendent, Department of Public Instruction

Maria Neset
Policy Advisor, Governor Burgum's Office

Wayne Salter
Commissioner, Dept. of Health and Human Services

Veronica Zietz
Director, Committee on Protection and Advocacy

Russel Riehl
Parent, Private Service Provider, or Other Community Interest

Kimberly Jacobson (Vice Chair)
Parent, Private Service Provider, or Other Community Interest

Janell Regimbal
Parent, Private Service Provider, or Other Community Interest

Shawn Huss
Parent, Private Service Provider, or Other Community Interest

Daniell Breland
Tribal Nations Representative

Forum for Youth Investment

Meghan McCann
Vice President, State Policy

Dana Kunzman
Senior Director, Cross-Systems Consulting
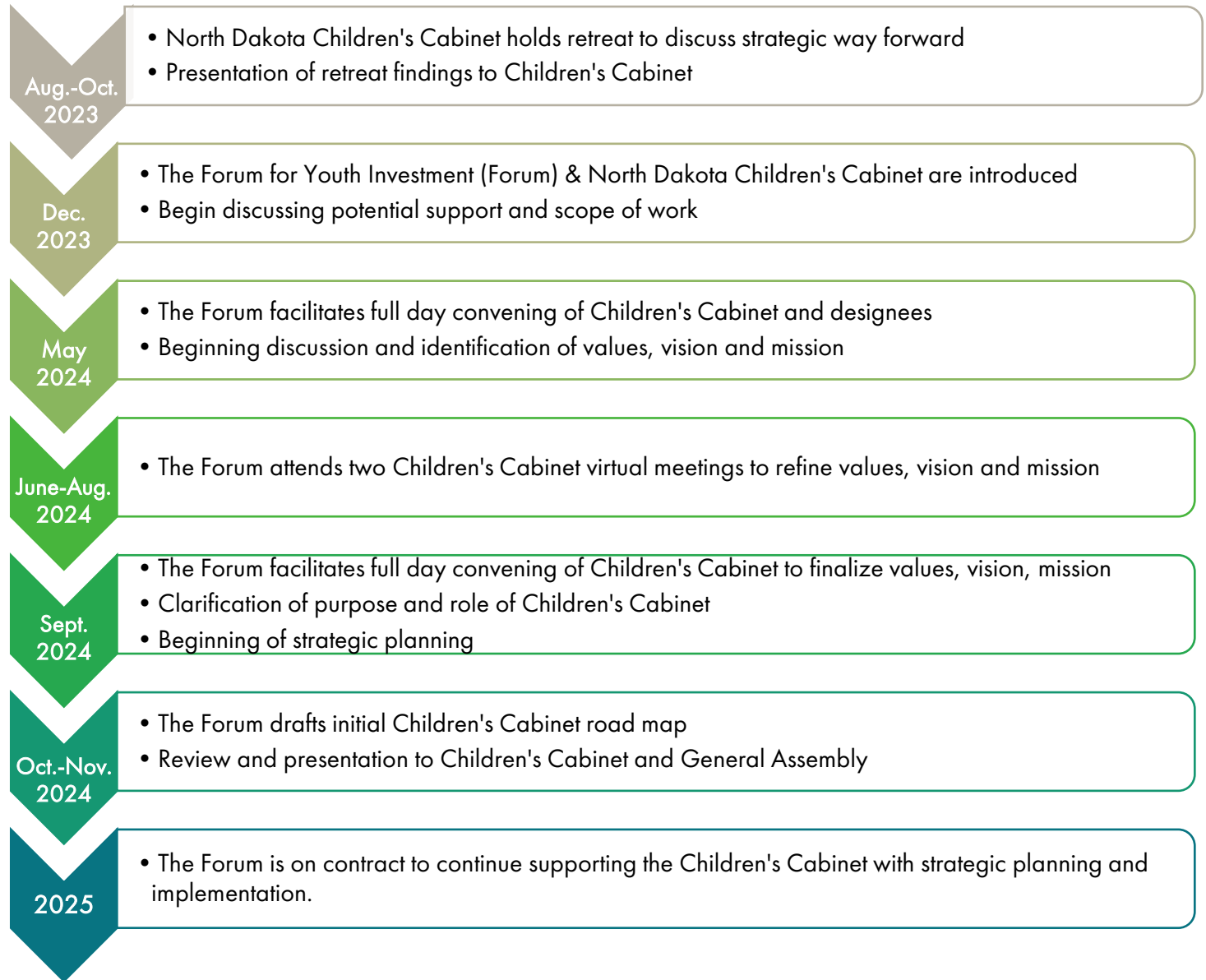
Other Acknowledgements & Gratitude

The Children's Cabinet would like to recognize Governor Doug Burgum for his commitment to advancing the work around children's systems in partnership with the three branches of government. The strategic plan as well as the collaborative effort ahead would not have been possible without his support to allocate funding from the Governor's Emergency Education Relief (GEER) funds. These funds have and will continue to be instrumental in facilitating the critical work across agencies alongside state and local partners to support the children and families of North Dakota.

Enabling Statute

<u>N.D. Cent. Code § 50-06-43.1. Children's cabinet - Membership - Duties - Report</u>

1. The children's cabinet is created to assess, guide, and coordinate the care for children across the state's branches of government and the tribal nations.

2. The children's cabinet consists of the following members:

    a. The governor, or the governor's designee;

    b. The chief justice of the supreme court, or the chief justice's designee;

    c. A member of the house of representatives from an even-numbered legislative district and a member of the house of representatives from an odd-numbered legislative district appointed by the majority leader of the house of representatives to serve two-year terms;

    d. A member of the senate from an even-numbered legislative district and a member of the senate from an odd-numbered legislative district appointed by the majority leader of the senate to serve two-year terms;

    e. The superintendent of public instruction, or the superintendent's designee;

    f. The director of the committee on protection and advocacy, or the director's designee;

    g. The commissioner of the department, or the commissioner's designee.

    h. A representative of the tribal nations in the state, who is appointed by the governor; and

    i. Four individuals representing parents, private service providers, or other community interests, who are appointed by the governor to serve a term of two years, at the pleasure of the governor, and who are entitled to reimbursement from the department for travel and lodging at the same rate as provided for state officers and employees.

3. The chairman of legislative management shall appoint one of the legislative members to serve as the presiding officer of the cabinet. The children's cabinet shall select one of its members to serve as the vice-presiding officer. The cabinet shall meet at least quarterly. Additional meetings may be held at the discretion of the presiding officer.

4. The children's cabinet shall:

    a. Coordinate broad-based leadership across programs, agencies, branches of government, and tribal nations to meet the needs of children;

    b. Develop strategies to address gaps or needs regarding early care and education, medical and behavioral health, community, child welfare, and juvenile justice;

    c. Develop strategies to provide for the full continuum of care in the delivery of services, including promotion, prevention, early identification and intervention, service delivery, and recovery;

    d. Seek to engage cooperation across public and private service providers;

    e. Provide a comprehensive vision for how and where children are best served, attending to children in a respectful and relevant manner;

    f. Seek strategies to provide services to children without consideration of prior engagement with juvenile services;

    g. Provide for the active participation of consumers and providers statewide on advisory committees;

    h. Receive information and recommendations from the department of health and human services, department of corrections and rehabilitation, and other state agencies; and

    i. Provide an annual report to the legislative management and governor regarding the activities and findings of the cabinet.

5. The department shall provide the children's cabinet with staffing and administrative services.

6. A member of the cabinet who is not a state employee is entitled to reimbursement for mileage and expenses as provided by law for state officers and employees, to be paid by the department. A state employee who is a member of the cabinet is entitled to receive that employee's regular salary and is entitled to reimbursement for mileage and expenses to be paid by the employing agency. A member of the cabinet who is a member of the legislative assembly is entitled to receive per diem compensation at the rate provided under section 54-35-10 for each day performing official duties of the cabinet. The legislative council shall pay the per diem compensation and reimbursement for travel and expenses as provided by law for any member of the cabinet who is a member of the legislative assembly.

Process Overview

Aug.-Oct. 2023
- North Dakota Children's Cabinet holds retreat to discuss strategic way forward
- Presentation of retreat findings to Children's Cabinet

Dec. 2023
- The Forum for Youth Investment (Forum) & North Dakota Children's Cabinet are introduced
- Begin discussing potential support and scope of work

May 2024
- The Forum facilitates full day convening of Children's Cabinet and designees
- Beginning discussion and identification of values, vision and mission

June-Aug. 2024
- The Forum attends two Children's Cabinet virtual meetings to refine values, vision and mission

Sept. 2024
- The Forum facilitates full day convening of Children's Cabinet to finalize values, vision, mission
- Clarification of purpose and role of Children's Cabinet
- Beginning of strategic planning

Oct.-Nov. 2024
- The Forum drafts initial Children's Cabinet road map
- Review and presentation to Children's Cabinet and General Assembly

2025
- The Forum is on contract to continue supporting the Children's Cabinet with strategic planning and implementation.

Values, Vision, Mission & S.O.A.R

Values

- 360 Communication: the Children's Cabinet will engage in open, honest and meaningful communication that leads to positive results for all children and families.
- Optimism: the Children's Cabinet will be solutions-focused, adopting a can-do attitude while avoiding the impulse to admire the problem.
- Accountability: the Children's Cabinet accepts clear accountability for leadership and allows all members to know their role and responsibility while sharing a common vision.

Vision: The North Dakota Children's Cabinet ensures that all children are prepared and successful, equipped with the skills, knowledge, and resilience to thrive in an ever-changing world.

Mission: The North Dakota Children's Cabinet collaborates to elevate what works and drive towards a seamless network of services and supports that meet the needs of every child and family.

S.O.A.R. Analysis

	Internal	External
Current	**Strengths** Multidisciplinary/Three Branches Varied experiences: lived/work Good listeners Committed to the cause Organized momentum Know each other/meet regularly Similar values Diverse backgrounds Genuine willingness and want to work together Genuine openness to ideas Turnover has not impacted function	**Opportunities** Cross-agency collaboration became more "real"/deeper during pandemic response. ND is small enough and has systems that are straightforward enough that change is possible. We are often 1 degree removed from being able to make changes happen State with strong economy and strong financial position Children's Cabinet is in statute and has a home in Gov. office – confers respect.
Future	**Aspirations** Create a safe space for voices to be heard Advocate Improve communication and inclusion through the process We can have an impact Broaden our network through working groups on specific topics Create/broaden engagement Unified voice	**Results** Be the leader for Children's systems in U.S. Support families Share success and replicating success cross-system Children and their families are resilient When kids make mistakes there are restorative paths available to them People know how to advocate for themselves and access services they need Healthy, safe children and families Dashboard of well-being. Synergy between systems: the whole is greater than the sum of its parts. Foster a culture of continuous quality improvement.

Current Children's Cabinet Charter

Name of Coordinating Body: North Dakota Children's Cabinet

Administrative Home: Department of Health and Human Services provides administrative support

Staffing: No permanent staff support.

Funding: $45/day compensation and travel expenses

Membership: 12 members appointed by the Governor, and their designees

Structure:
Co-Chaired by legislative representatives.
Meeting Cadence: Monthly

History:
Year Established: 2019
Enabling Method: N.D. Cent. Code § 50-06-43.1
Primary Duties:
- Coordinate leadership
- Develop strategies to close gaps, create full continuum of care in service delivery, provide services regardless of system involvement
- Engage public and private providers
- Vision for how and where children are best served
- Participation of children, youth and families
- Receive information and recommendations from HHS, DOCR and other agencies.

Goals & Objectives: Pending (see below)
- Strategic Goal 1: strengthen foundational elements of the Children's Cabinet and promote statewide.
- Strategic Goal 2: identify and elevate promising practices to advance a seamless network of services and supports throughout North Dakota.
- Strategic Goal 3: define, measure and report out on the status of child-wellbeing in North Dakota.
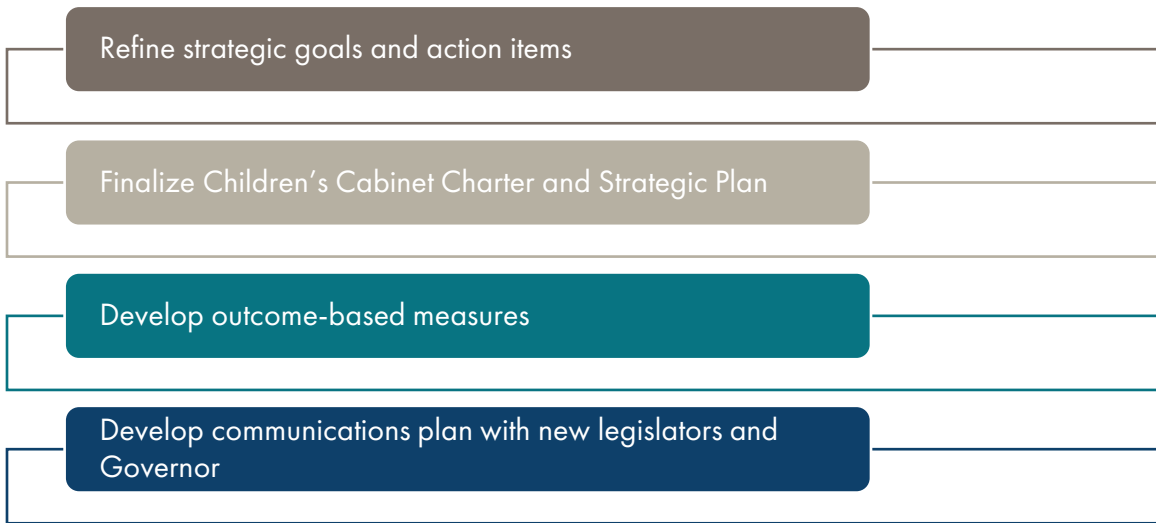
Reporting Requirement: annually on activities and findings

Links: https://www.hhs.nd.gov/cfs/childrens-cabinet

Strategic Plan [DRAFT]

Strategic Goal #1: strengthen foundational elements of the Children's Cabinet and promote statewide.			
Key Actions	Accountable	By When?	First step
Develop a North Dakota Children's Cabinet Logo			
Refine Children's Cabinet enabling statute: N.D. Cent. Code § 50-06-43.1			
Move Children's Cabinet to the Governor's Office			
Enlist thought partners and create feedback loop among youth ecosystem stakeholders			
Define focus of Children's Cabinet to "children" as ages 0-21; families with children; youth in key transition stages			
Establish a regular cadence of Children's Cabinet meetings and calendar deliverables (ex. Report xyz by x)			
Creating subcommittees to do the deep dives and report back with recs			
Create communication strategy for dissemination of Children's Cabinet initiatives			
Strategic Goal #2: identify and elevate promising practices to advance a seamless network of services and supports throughout North Dakota.			
Showcase innovations from North Dakota and other states			
Identify key criteria for promising practices and expected effects for positive outcomes			
Select early adopters for replication			
Curate repository of reports from state children-serving agencies (one-stop shop of resources).			
Identify gaps in services (Gap, Bridge or Gate?)			
Consult with: subject-matter experts, people with lived experience and industry leaders.			
Identify "risk points" when children and families transition between systems			
Create a visual to show the full continuum of services available			
Strategic Goal #3: Define, measure and report out on the status of child-wellbeing in North Dakota.			
Examine disaggregated data			
Establish outcome benchmarks / identify key outcome indicators			
Develop Annual Data Report on status of wellbeing in ND			
Identify and explore existing data: Lighthouse Project, Kids Count Data			
Define child well-being: What are we measuring against? What is the % change we hope to see?			
Develop reporting structure and infrastructure to house and report the data.			
Explore external partners: Kids Count (Annie E. Casey Foundation), Children's Funding Project			

Next Steps

Refine strategic goals and action items

Finalize Children's Cabinet Charter and Strategic Plan

Develop outcome-based measures

Develop communications plan with new legislators and Governor

Appendix A: Meeting Agendas

North Dakota Children's Cabinet
Agenda

Monday, May 6, 2024
9 a.m. – 4 p.m.

Purpose: Set the North Dakota Children's Cabinet mission and vision to guide a strategic plan.

Objectives:
- Identify purpose, mission, and vision for the North Dakota Children's Cabinet.
- Connect with colleagues in an open dialogue and brainstorming.
- Begin thinking about long-term strategy and goals for the North Dakota Children's Cabinet.

Introductions [9:00-9:45]
- Name, affiliation, favorite summer vacation activity?
- Review agenda for the day and strategic planning process.

Community Agreements [9:45-10:00]
- We agree to:
  - Speak from our own experience.
  - Honor the complexity of this work.
  - Be imperfect in our learning and sharing.
  - Recognize each other's learning journey AND acknowledge impact.
  - Lean into conversations AND create space for all voices (move in, move out)
  - What's said here stays here, what's learned here leaves here.
  - Expect and accept non-closure.
- What else do we need to feel supported?
- If you want to go fast, go alone. If you want to go far, go together.

Children's Cabinet Strategic Planning – National Landscape [10:00-10:20]

Break [10:20-10:30]

Mission & Vision [10:30-12:00]
- What do we mean by mission & vision?
- Vision Prompt: In 5 years, what do you want the headline to be for this work?

Lunch on Your Own [12:00-1:00]

Mission & Vision [1:00-3:30]
- Revisit 2023 Retreat Priorities, Challenges and Opportunities

Closing [3:30-4:00]
- Next steps
- Closing reflection

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North Dakota Children's Cabinet
Agenda

Monday, September 16, 2024
9 a.m. – 3 p.m.

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Purpose: Approve the vision, mission and values. Begin strategic planning and charter development.

Objectives:
- Approve mission and vision for the North Dakota Children's Cabinet.
- Connect with colleagues in an open dialogue and brainstorming.
- Begin short and long-term strategic planning for the North Dakota Children's Cabinet.

Introductions [9:00-9:30]
- Name, affiliation, favorite thing about back to school?
- Review agenda for the day and strategic planning process.

Community Agreements [9:30-9:45]
- We agree to:
  - Speak from our own experience.
  - Honor the complexity of this work.
  - Be imperfect in our learning and sharing.
  - Recognize each other's learning journey AND acknowledge impact.
  - Lean into conversations AND create space for all voices (move in, move out)
  - What's said here stays here, what's learned here leaves here.
  - Expect and accept non-closure.
- What else do we need to feel supported?
- If you want to go fast, go alone. If you want to go far, go together.

Children's Cabinet Charter Development [9:45-10:45]
- Identify role and purpose of Children's Cabinet
- Establish communication and working norms.

Break [10:45-11:00]

Charter Development Continued and/or Begin Narrowing Strategic Goals [11:00-12:00]

Lunch on Your Own [12:00-1:00]

Strategic Goal and Action Step Identification [1:00-2:45]

Closing [2:45-3:00]
- Next steps
- Closing reflection

Appendix B: The Forum for Youth Investment's Children's Cabinet Network

No single support or program is enough to ensure children and youth are on track developmentally, educationally, socially, and emotionally. Children's Cabinets are systematically changing the fragmented ways that state and local governments do business for children and youth. Since 2004, The Forum for Youth Investment has engaged with these coordinating bodies to support their operation and share lessons learned with the youth development field.

Unfortunately, the manner in which rules, regulations and government structures are crafted makes it difficult for leaders to create and implement coordinated programs and services that address the comprehensive needs of young people. But there is much that can be done to simplify and untangle the patchwork of polices and funding streams so they are more efficient and effective.

The Forum's policy staff support Children's Cabinets, also known as councils, commissions or P-20 councils. Children's Cabinets are typically made up of the heads of all government agencies with child- and youth-serving programs. They meet regularly to coordinate services, develop a common set of outcomes, and collaboratively decide upon and implement plans to foster the well-being of young people.

Members of this network receive technical assistance, share best practices and learn more about tools that bring efficiency and effectiveness to their efforts to improve outcomes for young people. Below are the states currently engaged in the Children's Cabinet Network.
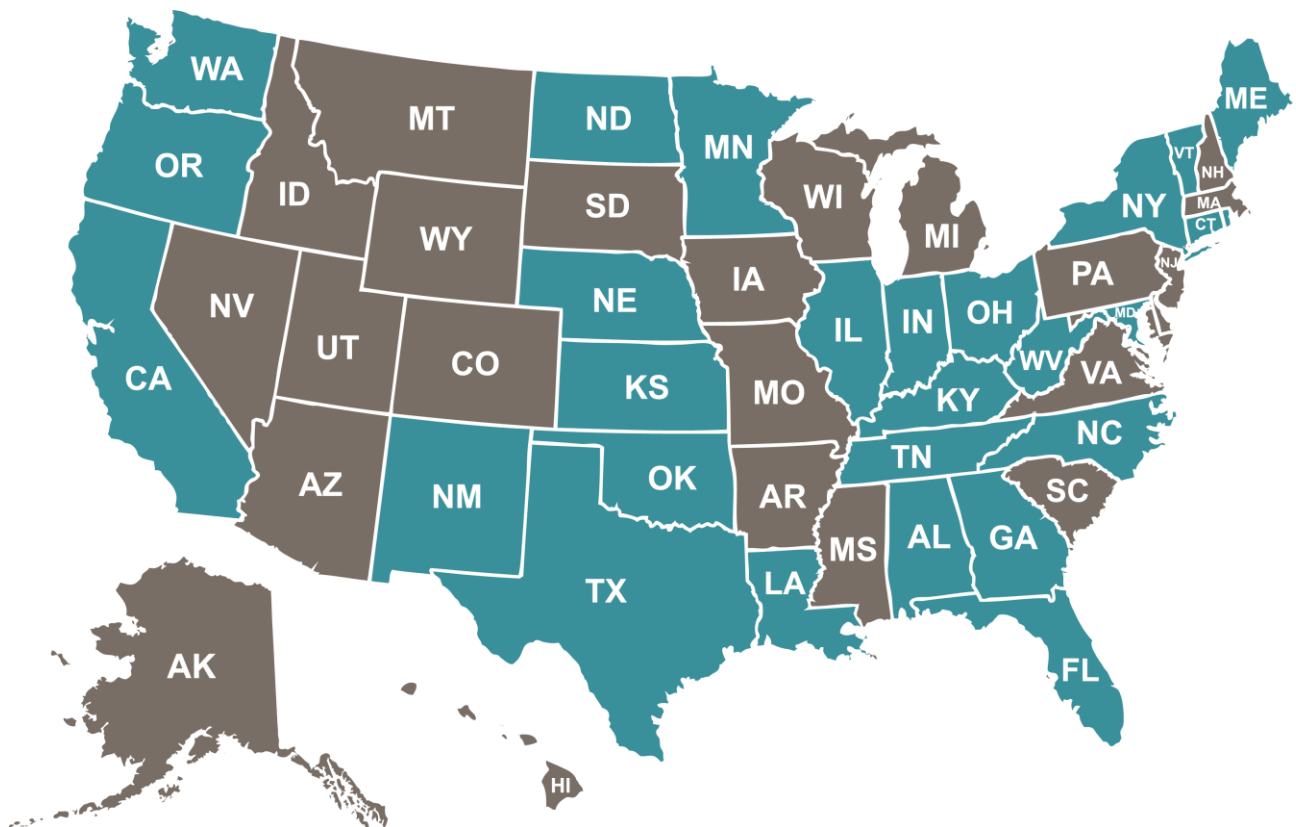

Figure 1. States engaged in the Forum for Youth Investment's Children's Cabinet Network.