

Policy Innovations in the Tennessee Context

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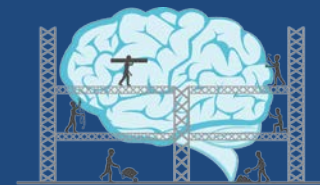
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BUILDING STRONG BRAINS
TENNESSEE'S **ACEs** INITIATIVE

Today's Map

- Where we were: Tennessee launches the Building Strong Brains Initiative
 - Symposia and Frame Labs
 - Knowledge Mobilization plan
- Where we have come:
 - Public and Private Sector Steering Groups and Community Action Plans
 - Funding
- What are we doing in our communities:
 - Rural look: Grundy Co.
 - Urban look: Memphis / Shelby Co.
- Reaching the Beyond
- Lessons Learned



The Policy Context / The Policy Influence





Mobilizing the Agenda

- We desire knowledge mobilization
- We desire translation of science to practice
- We desire implementation of best practices
- We desire diffusion of what works

The BSB Agenda

Brain Architecture ... Construction ...



Starting with the Straw Framing



BSB Mission over 3 years...

- “Establish Tennessee as a national model for how a state can ***promote culture change*** in early childhood based on a ***philosophy*** that a focus on ACEs and how to ***prevent*** and mitigate their impact is the most ***promising*** approach to helping Tennessee children lead ***productive***, healthy lives and ensure the future ***prosperity*** of the state.”

...and...

- “Encourage government and private organizations to revise their policies and create innovative practices focused on ways to strengthen the social and emotional health of families, reduce the impact of toxic stress on young children, and take steps to ensure Tennessee children have safe, stable, nurturing environments. ... The ***culture must shift*** from “what is wrong with you” to “what happened to you?””

Creating the Context for System Change

Thoughtful Planning

and

Thoughtful Funding

and

Thoughtful Framing

and

Thoughtful Starting



The Vision

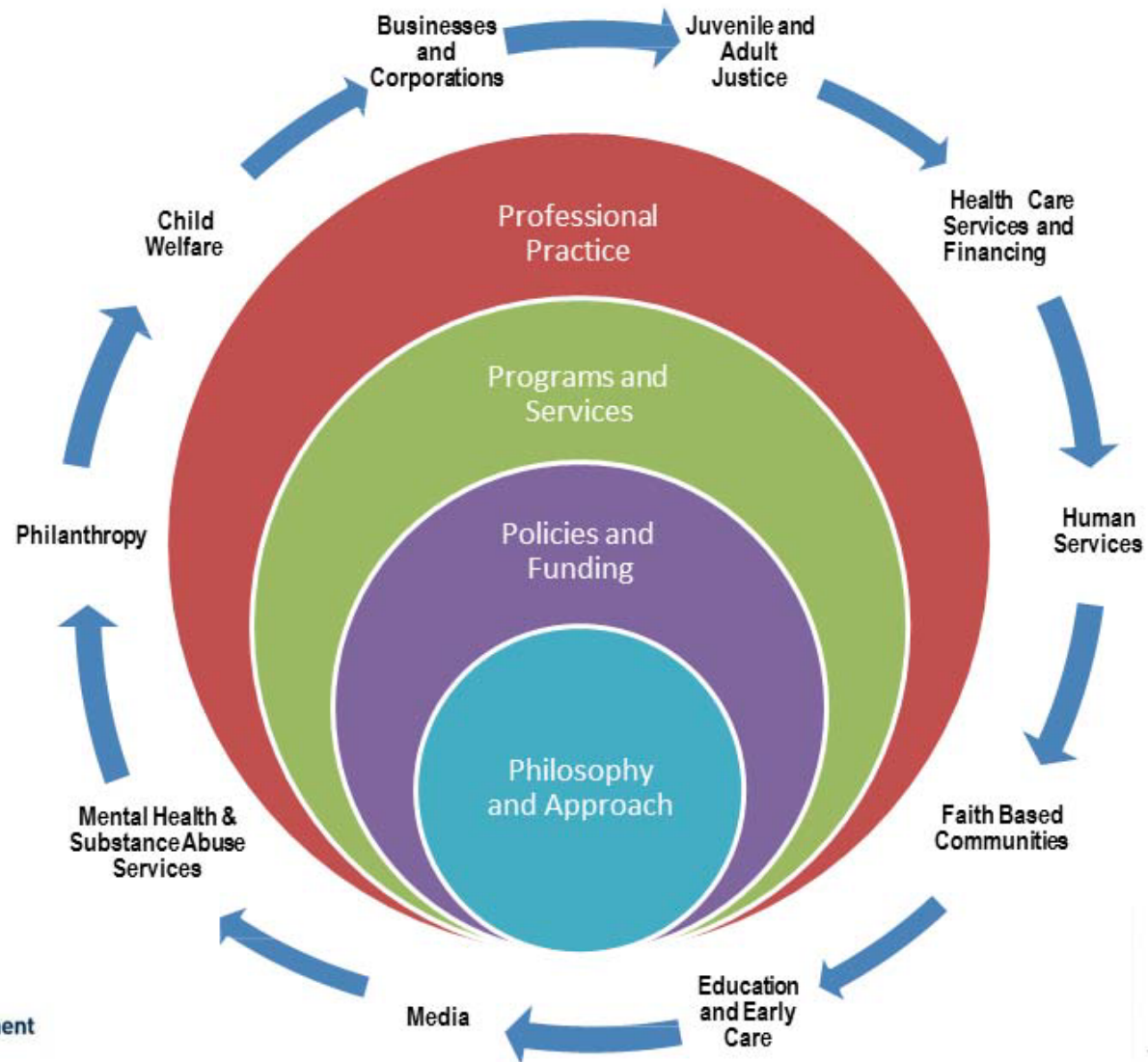
“A trauma-informed state that does something”

4 Ps

Adverse Childhood Experiences: Prevention, Mitigation, and Recovery

Anticipated Multi-Sector, Multi-Level, Public and Private Impacts

2-29-16





Conceptualizing the Vision

*Policy Needed for:

- *Philosophy* diffusion (culture change)
 - E.g., add strings to \$ given
 - New mandates
- *Programs* and Services:
 - What will we reimburse?
 - What will we expect in formation, implementation?
- *Practice*:
 - Who can do?
 - With what training? How build and support capacity?

More Conceptualizing

*POLICY Needed to:

- Fund science and best practices
- Fund implementation
- Fund dissemination
- Fund different curricula, training
- Fund the WHO, the WHAT, the WHERE and even the WHY



*If you want to understand an organization's values,
study its budget...*



The Journey Begins

- The Science
- The Study (localizing the study)
- The State Initiative: BSB / 3BI (oversight) / State ACE Coordinating Team (guidance)
 - Developing and supporting approach
 - Support of ACE Awareness Foundation (ACEAF) to launch
 - Framing our Message
- The Plan

Planning: Knowledge Mobilization Path

Coordinating Team

Public Sector SG / Private Sector SG

Innovation Teams

[lead Policymakers, Influencers, Adopters at table]

- Symposia (I, II, III)
- Frame Labs
 - Public, Private Sector: Agency and Integrated Strategic Maps, Action Plans, Innovation Teams
 - Others: E/M/W TCCY region – Action Plans, Innovation Teams
- Feedback Loops to Coordinating team, Public and Private Sector SGs, 3BI



Symposia I / II / III

- I. The SCIENCE (Biology/Physical)
- II. The SCIENCE (Programmatic Innovation)
- III. TODAY ...
 - How create space for innovation and evidence-informed practice?
 - How embed awareness to transform understanding, and outcomes?
 - How systematize what works?
 - **THE SCIENCE OF POLICY**

Moving from Straw to Sticks



Shaping the Culture

- State Public and Private Sector leaders: Frame Labs & Symposia
- BSB ACE Slide Deck: Train from common platform informed by science, framing insights, e.g.,
 - TCCY: Train-the-Trainer sessions across the state
 - DHS: Train front-line staff
- ACE theme within programming, e.g.,:
 - TCCY: Children's Advocacy Days and Regional Councils
 - ACE Nashville, ACE Awareness Foundation of Memphis/Shelby Co

Funding: State AOF 2016

- 13 projects FY 17
 - Across the state, rural / urban
 - Health systems, primary care, courts, higher ed curricula, community organizations, Pre-k and K-12 ed
 - Capacity building, system transformation at local levels BUT can inform across state
- New AOF out now



Culture Shifts at the Local Level

- For example, Rural: Grundy County
 - Discover Together
 - Integrated programs targeting multi-generational impact of social connectedness and resilience
 - Family co-op for parents/caregivers and young children; summer program; learning lab for parents and students
 - Community Ambassadors
 - Trained community connectors
 - Reduce chronic absenteeism

And in Memphis/Shelby County

Urban: The Memphis/Shelby County Example

- ACEAF / ACE Awareness Task Force
 - Shelby Co ACEs study
- Universal Parenting Places
- Parent Support Warm Line
- The Academy as Partner
 - U of M Curriculum integration (+Urban Child Institute (UCI) support)
 - iHeLP Policy Lab



Official Launch of the iHeLP Policy Lab

- Feb. 2016: Announce ACEAF award to launch the iHeLP Policy Lab: ACE Initiative (*to also help at state level*)
- May 2016: UCI award to UofM allows to build capacity

BE
THE CHANGE
THAT
YOU WISH TO SEE
IN
THE WORLD.

MAHATMA GANDHI



Benchmarks/Metrics

- Capacity Building
 - Training / Workforce Development
 - Policy service orientation
- Interdisciplinary Collaboration
 - Education
 - Service
 - Scholarship

...Leads to evidence-informed, health-advancing policy and policymaking

So What Does this Mean: Making concrete the Policy actions

- UPPs:
 - Innovative preventive model:
 - Insurance reimbursement?
 - Learn from home visiting programs, postpartum depression screening?

TennCare Preventive services, Wellness

- Free well-child checkups ... include advice on how to keep your child healthy (*consider maternal depression screening*)
- Preventive services: include counseling and risk factor reduction intervention ... prenatal care, administration and interpretation of health risk assessment
 - Alternative models that can show do better for no more/less
- Preventive, Diagnostic, and Treatment Services for Children under 21 = EPSDT (TennCare Kids) / screening in accordance with fed regs and then diagnosis and treatment covered as medically necessary in accordance with fed regs (*think through mom/child dyad / caregiver well-being impact on child health*)
- Primary Care Transformation prong of Tennessee Health Care Innovation – PCP promoting delivery of preventive services



Home Visiting Programs in TN

- Part of the “two Generation” (2G) Approach “that seeks to address the needs of both vulnerable children and parents together”
- HVPs: “whole family on a path to economic security” by focusing on kids and adults at same time (see TN annual report, p. 8)
- Collaboration between public and private sector
- But... limited reach (in Shelby County, only ~3.3% kids under 5 living in poverty served by HVPs)
- PFS to help expand? (NFP in South Carolina)



Maternal Depression Screening

- Children living with moms with depression have long-term physical and behavioral consequences, school difficulties
- State Medicaid Agencies may cover maternal depression screening as part of the well-child visit
- CMS has clarified Medicaid may cover maternal depression as *integral part of risk assessment for child* as part of EPSDT benefit
- American Academy of Pediatrics (AAP) says screening moms for maternal depression is best practice for PCPs caring for infants (“dyadic relationship”)
- “Direct benefit of the child”
- Model Approaches: Virginia and North Dakota

...and...

- Shelby County Early Childhood Education Plan: Child care centers and staff knowledge requirements
 - Develop, make affordable higher ed
 - Change requirements (enhance standards)
 - Address staff concerns
 - Address client concerns
- Le Bonheur Children's Hospital policy center: e.g., more access to school nurses



...and

- The Role of the Courts:
 - Center for Health in Justice-Involved Youth (developing a common language)
 - Judicial training (ACEAF)
- KQ Family Stability Initiative: where are the dads, young men in the community?
 - Neighborhood improvement and addressing substandard housing / Healthy Homes Partnership
 - Student team on tying workforce development of young men of color to housing rehab
 - Policy barriers around skills development, employment with justice background
- To go: Community violence, parental incarceration effects on children

The Upshot: Policy's Role

- Analysis and learning from what other states', communities' doing
 - Applying similar models to innovative approaches, fostering the dialogue
 - Best practices in policy support from others' experience
 - Risk assessment from policy standpoint
- Products:
 - Memos, letters to PMrs, presentations, draft contract language, altered procedures (UPPs)
 - Summary of best policy practices, legislative language (child care standards, nurse in every school)
 - Education (building on BSB/ACE Slide Deck) (judges, commissioners (IPV context))
 - “Living” Resource binder: all the things to think about to create workforce development program for young men in community (e.g., liability, justice record expungement, funding opps)

Experience in Memphis...

*Lessons

- Think outside the box
- Need partners
- Not always (rarely?) the lead
- Policy guides: Be part of team early on
 - + PM'r input throughout
- “Neutral” convener

*Challenges

- Think outside the box
- Different partner missions
- Who leads?
Accountable? Credit?
- Not politicized? Not loudest voices win?
- Neutral? Natural?

Transitioning to Bricks and Mortar



Making the Vision Reality via Policy

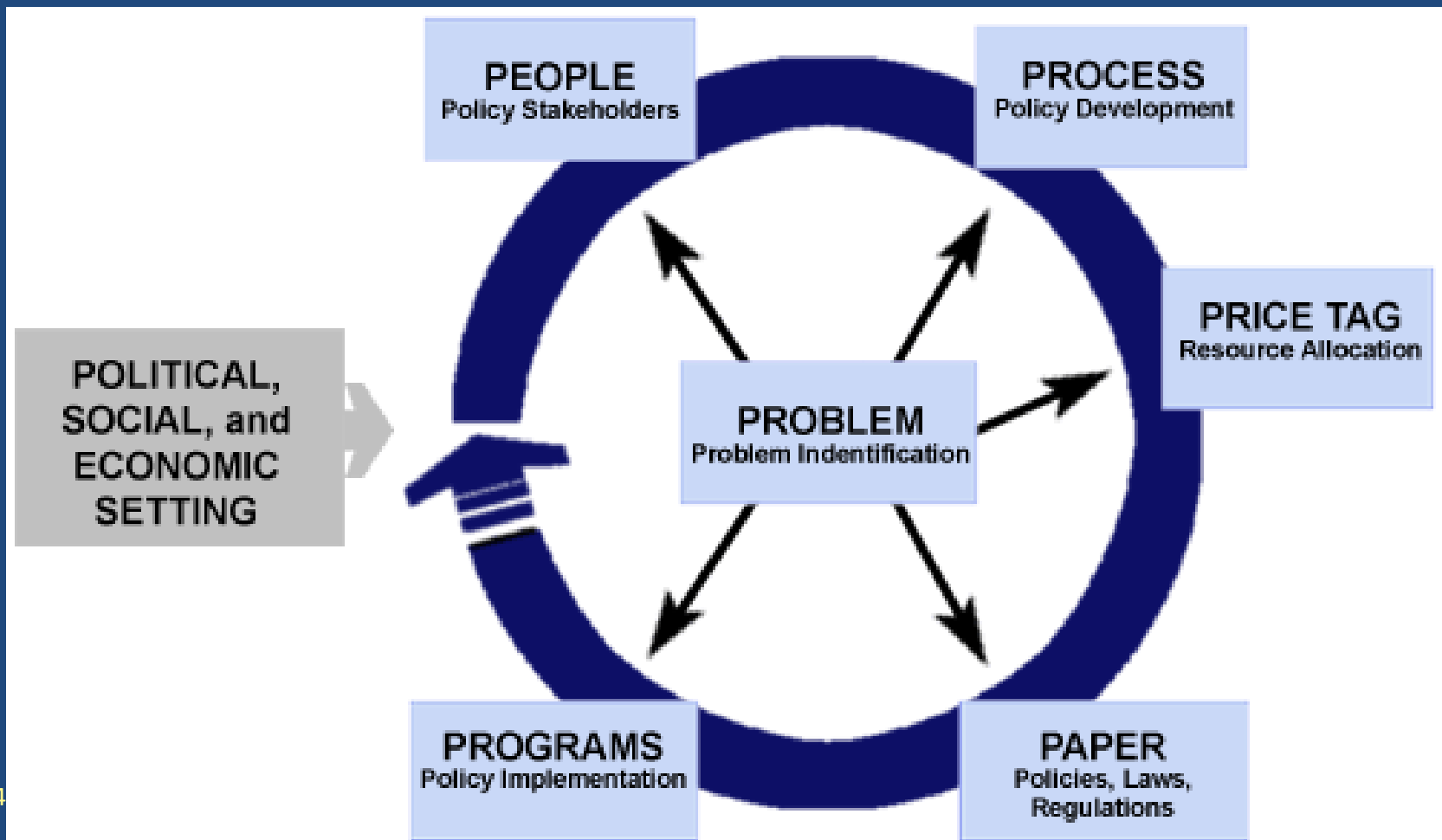


Symposia I and II and the Frame Labs

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Evidence Informed Policymaking

*That is ... the SCIENCE of POLICY (and policy supporting science and best practices)





The 3 “EB”s:

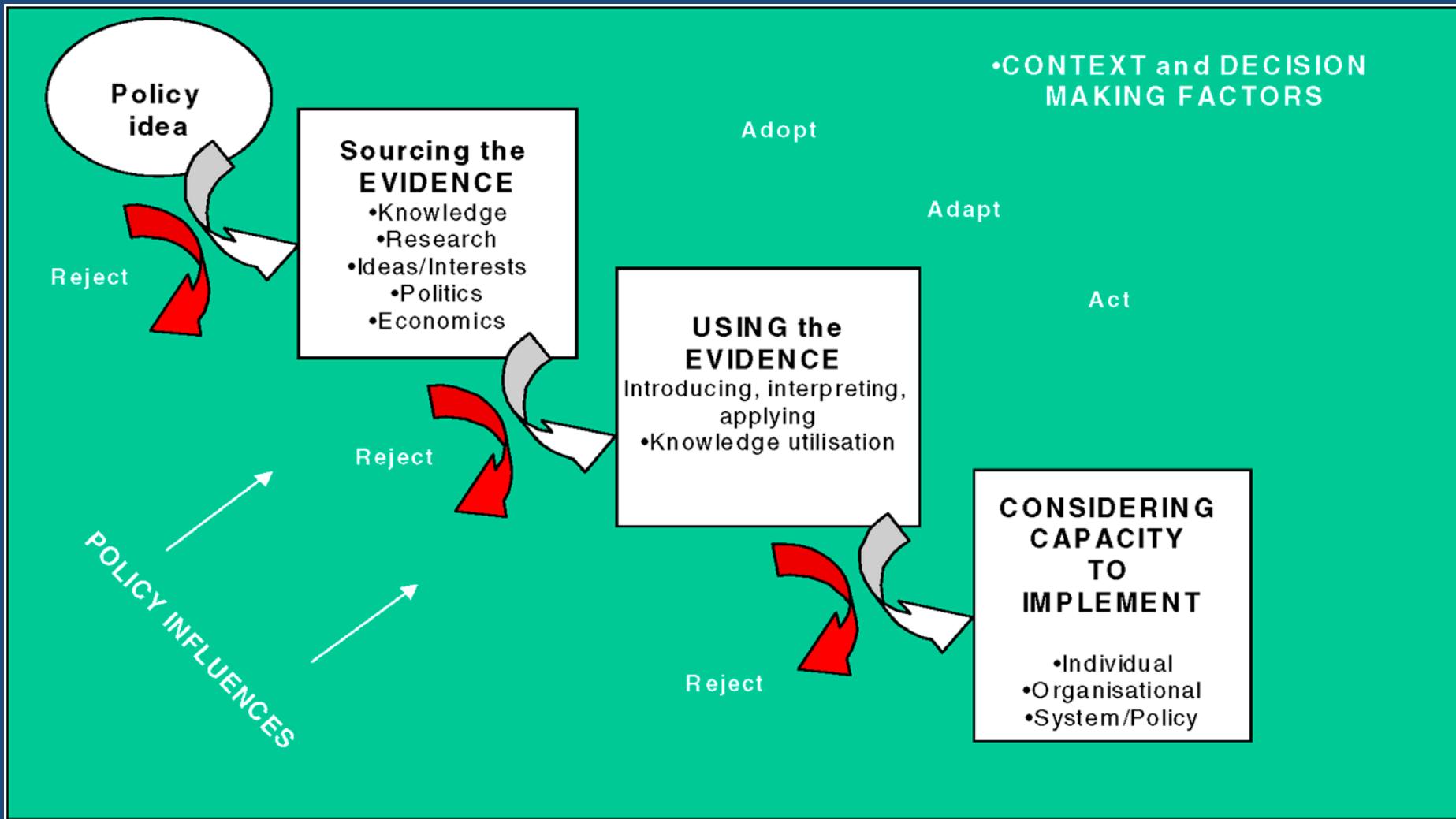
Transforming Policymaking as Informed by Culture Change Message

1. [Building] Evidence-base [research] >>
2. Evidence-based practice >>
3. **Evidence-based (-informed) policy**
 - Inform:
 - policymakers with research, practice issues
 - frontline with research, policy issues
 - research with practice, policy issues



Evidence-Informed Policymaking

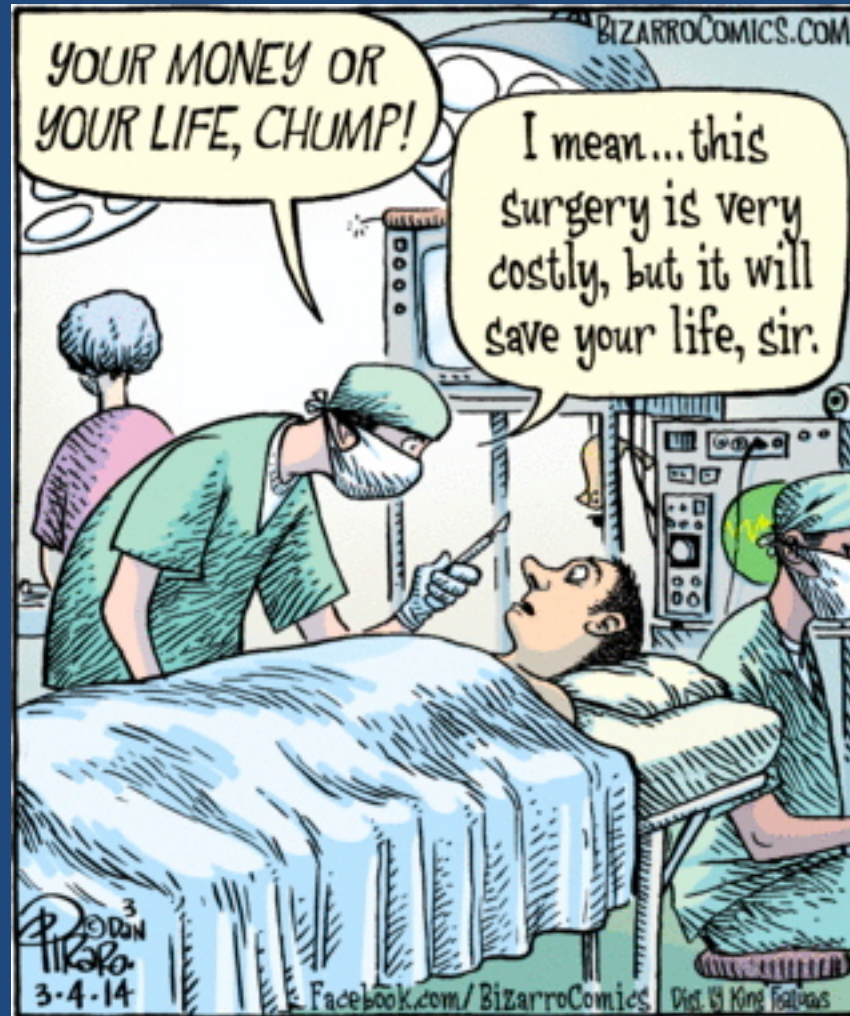




Pathway to EiPM



How You Frame It

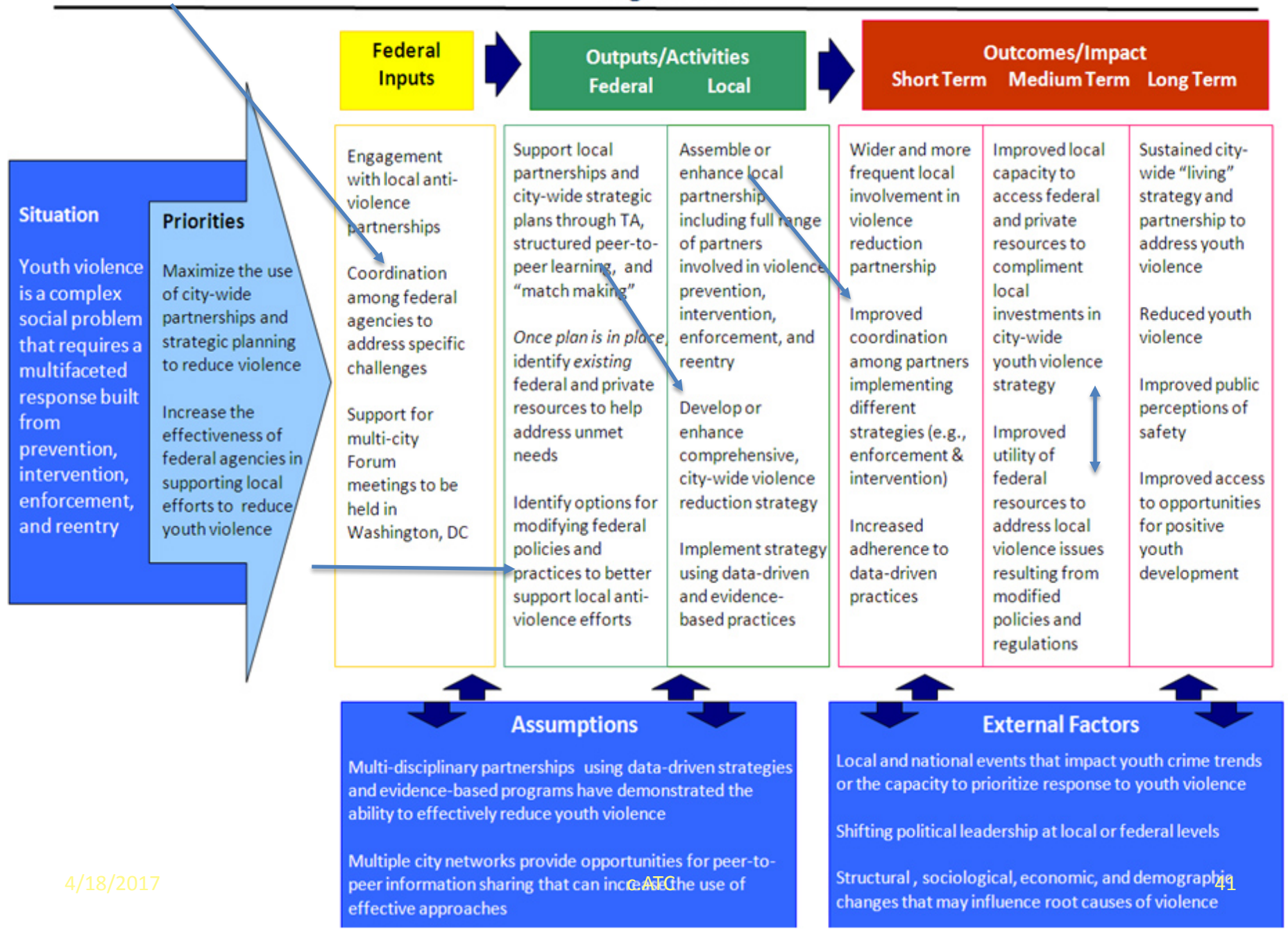


LOGIC MODEL TEMPLATE

PROBLEM	INPUTS	OUTPUTS		OUTCOMES - IMPACT		
		<i>Activities</i>	<i>Participation</i>	<i>Short-term</i>	<i>Interim</i>	<i>Long-term</i>

National Forum on Youth Violence Prevention

Logic Model



Evidence Informed Policymaking

- That is ... the SCIENCE of POLICY (and policy supporting science and best practices)

for a Reason ...

- To help us as community build strong brains
- Need strong policy (bricks & mortar)

Policy as Bricks: Policy Toolbox for Mitigating, Preventing Childhood Trauma

e.g., <http://www.housingcounts.org/toolbox/>

- Contracts
- Reimbursement policies
- Training
- Screening tools
- Grant-making
 - Require collaboration, community engagement, interdisciplinary participation.
- Organizational: training, family leave policies, wellness coverage





Systematizing the Work (The Bricks)

- *TCCY Statutory Requirements:*
 - Annual reporting to General Assembly and Governor's Office: now embed ACEs in several
 - Annual budget recommendation to Governor: embed ACEs within
 - [Have BSB/ACEs as standing meeting agenda item]
- AOF (a line item)
- Other states: March scan by NCSL of bills introduced in 2017 with ACEs in text: close to 40 across 18 states

Systematizing the Work: “2 Generation Strategy”

- **Regulatory:** Adopted by *Tenn DHS* to govern its approach across efforts
- “Whole-family approaches focus equally and intentionally on services and opportunities for the parent and the child” (TN DHS Site)
 - Child-focused with parent elements (e.g., parenting skills.... Could see mat dep screening here)
 - Parent-focused with child elements (e.g., child care, work supports ... Could see UPP caregiver supports)
- **4 Key Components: Health (ACEs) / Social Capital (bld capacity)**

Systematizing the Work (Policy Embedded “BSB”)

Washington: A public-private partnership approach

- Via legislation: State HB 1965, enacted 6/15/11 (from ACEs data). Statutory definition of “ACEs”
- Two new orgs to lead, execute initiatives related to ACEs - translate science of childhood trauma and stress into policy and practice
- Create framework for P/P partnership to combat ACEs (nongovernmental home)
 - Use evidence to inform approaches
 - Gov’t push behind can help: align NP org work @ ACEs; distribute \$ to groups that meet ACE-informed reqts
 - Govt, private philanthropy, community orgs unite ***in formal agreement and shared funding pool*** in 2012

Policymaking as Mortar (Holds this together...)

Coming out of Memphis, for example:



- Training: iHeLP Policy Lab continue work in partnership with **ACEAF** on **ACE awareness for judges, lawyers**
- Capacity Building: Expand opportunities for robust **interdisciplinary student engagement in policy development, influencing**
- Capacity Building: Training those on front lines and those personally affected with tools, skills to be **self-/family-/community advocates**

Lessons Learned

- \$ creates own challenges
- Being a disruptor – the power / Power
- Coordination is hard
 - Training/re-training / different needs of/for workers?
 - Changing (stopping?) existing programs
 - Balancing egos
 - Sharing in accountability and accolades
- But...

What Now? The Great Beyond ... A Light at the End of the Tunnel?



Realizing the “Beyond”

Funder and Program Supporter Interest in *systemic change*

- City, County agencies
- Foundations

Memphis-area UCI funding has also helped generate a learning network across UofM that recognizes value in shifting from language of deficits to that of strengths and building/enhancing community capacity (i.e., building a “culture of health”=establishing health as a shared value across sectors, neighborhoods, policy streams)

*State initiative: “*Building Strong Brains*”

*Memphis: A collective impact model to mitigate / prevent trauma’s impact on children in the home, school, community (and our role, responsibility to partner in this work)

Realizing the “Beyond”

- Launch of UofM’s “iIMPACT” in spring 2017:
Institute for Interdisciplinary Memphis Partnerships to Advance Community Transformation for Children
 - Part of the “Memphis Model of Change”
 - Coordination / alignment / common purpose
 - Ultimately interdisciplinary, inter-institutional, innovations for collective impact ...
Transformational (***with POLICY CORE...***)

It's Up to Us Now

- Internalized a year's worth of learning and support
- Informed by science and evidence around best practices in messaging

- Policy Tracking
- Policy Analysis
- Policy Development
- Toolbox contributions



- Coordination: ***Collective responsibility / Collective action / Collective gain***

**“Our lives begin to end the day we
become silent about things that
matter.” –*MLK, Jr.***