



AGENCY OF HUMAN SERVICES **Integrating Family Services**

Regional Governance Team Self-Assessment Tool



In the spirit of continuous quality improvement, this tool is provided to IFS regional governance teams to assist with annual self-reflection with optimizing team functioning in mind.

While IFS regional governance teams may use this (or another) tool in any way they see fit, the IFS Management Team encourages use of this tool on an annual basis, with each team member filling out the tool individually and then sharing and comparing responses as a team. In thinking about how to use the findings from your assessment, you may want to discuss how to leverage those areas to which most team members respond “agree” or “agree strongly.” Likewise, the areas to which some or many team members respond “disagree” or “disagree strongly” most likely suggest one or more changes to the way the team functions. All the strategies that result from these discussions could form the basis of a team continuous improvement plan.

Please note that this tool is a work in progress. The IFS Management Team welcomes your feedback and suggestions.

Regional Governance Team Self-Assessment Tool

		Agree Strongly	Agree	Disagree	Disagree Strongly
Our IFS regional governance team has a clear vision of services integration at the regional level.					
1	Our team has an overview document that lays out our vision.				
2	Our team has communicated that vision to key community partners.				
3	Our team uses this vision to drive decision-making.				
Our IFS regional governance team establishes clear policies for IFS at the regional level wherever there is discretion.					
4	Policies regarding funding, governance, reporting, etc. exist and are compiled in one document.				
Our IFS regional governance team monitors progress on our IFS implementation plan and assures accountability for results.					
5	Our team reviews progress toward IFS population indicators and performance measures on a regular basis according to the schedule we have established.				
6	There is an agreed-upon protocol for working as a team to improve quality and outcomes.				
Our region's budget management and practices support the IFS vision and assure strong oversight of funding.					
7	Our region's IFS grantee produces regular reports regarding expenditures of IFS funds and shares those reports with AHS and this team.				
8	Our team has a solid understanding of how funds in the IFS portfolio are being expended.				
9	Fund expenditures reflect our region's IFS implementation plan.				

		Agree Strongly	Agree	Disagree	Disagree Strongly
Our IFS regional governance team regularly engages with community partners involved in IFS regional implementation.					
10	Our team has the support of our IFS community partners.				
11	Our team provides community partners with the information and support they need to be successful partners.				
12	Relevant professional development opportunities are available to IFS community partners and staff.				
Our IFS regional governance team functions well as a team.					
14	Team members have the information they need to make informed decisions and understand their potential impact.				
15	Our team meetings are efficient and well run.				
16	We use a clear and agreed-upon approach to decision-making.				
17	Once a decision is made, any dissenting team members respect the decision.				
18	There is an agreed-upon protocol for handling conflict among team members.				
20	Our team sees itself as a Community of Practice where learning from our experience, our community partners and our state partners is valued.				
Our team has clear goals, objectives and action steps.					
21	Our team has a work plan that we keep updated and refer to regularly.				
22	Our team's work plan relies on quantitative and qualitative data to make decisions and design action steps.				

		Agree Strongly	Agree	Disagree	Disagree Strongly
23	Regular monitoring of the work plan provides opportunities for addressing gaps and assuring alignment, coordination and integration of supports and services.				
Our IFS regional governance team has a good relationship with the IFS Management Team and the individuals from whom we receive technical assistance.					
24	The IFS Management Team includes our team in decision-making when appropriate.				
25	The IFS Management Team clearly communicates their decisions to our team in a timely and clear manner.				
26	Our team is comfortable bringing concerns and suggestions to the IFS Management Team.				
27	Our team feels respected by the IFS Management Team.				