Planning Phase I: Community Goal and Strategy Areas

GNI Core Goals
1. Community Assets and Initiatives: To maximize the assets, capacity, and impact of resources and institutions in targeted communities
2. Natural Helpers: To enable a cadre of “natural helpers” who are committed to providing services or supports for children
3. Neighborhood-based Human Delivery System: To establish effective neighborhood-based human service delivery systems for children, youth, and families
4. Child Friendly Spaces: To improve the availability of child friendly spaces and the physical infrastructure of neighborhoods with large concentrations of children
5. Youth Development Programs: To increase opportunities for quality out-of-school time and youth development programs available to children and youth
6. Public/Private Investments: To increase public and private investments in neighborhoods to strengthen services and impact
7. Income and Wealth Building Strategies: To build the resiliency of children and families through income and wealth building strategies

Focus Groups
Facilitated by Detroit Parent Network
- Obtain a general picture of the community including:
  - General observations
  - Neighborhood challenges
  - Neighborhood strengths and resources
  - Natural leaders and helpers
  - Role of schools in neighborhood
  - How to get buy-in for the GNI
  - Neighborhood composition
  - Outreach strategies

Stakeholder Meeting 1
facilitated by NCDI/Fdn
- Provide GNI overview
- Propose timeline for community meetings
- Introduce partners (UM, NCDI, and others)
- Share guidelines for agency participation

Stakeholder Meeting 2
facilitated by NCDI/Fdn
- Get feedback on community planning strategy
- Propose communication strategy
- Develop community outreach strategy
- Determine Foundation supports needed for community outreach activities
- Distribute materials for first community meeting

Large Community Meeting 1
a. Provide overview of GNI
b. Share information on how neighborhood was selected
c. Introduce planning strategy and timeline
d. Identify key issues

Large Community Meeting 2
a. Share data
b. Generate 2-3 goals

Large Community Meeting 3
a. Identify 1 community goal
b. Implement dream exercise

c. Develop community goal.

NCDI Community Builders Leadership Institute Trainings (Mtgs. quarterly)

Skillman Learning Group (Data): Mtgs. monthly

Learning Grants
(Available after Mtg. 3)
Support opportunities for the community to become more knowledgeable about the community goal.

Large Community Meeting 4
a. Discuss strategies to reach goal
b. Discuss learning grants

c. Develop community goal.

Small Community Engagement Meetings (20-25) b/t Mtgs. 3 and 5
a. Overview of Community Goal identified in Meeting 3
b. Identify success indicators – what does success look like?
c. Identify what strategies will help us reach the goal
d. Identify what data is needed to identify good strategies.

Grantees determined by resident small grants committee

**not held in Cody/Rouge and Northend**
Planning Phase II: Action Planning for Southwest, Brightmoor, and Osborn

**Host agencies and resident co-conveners for each action planning team identified by GN neighborhood team**

**Facilitators and recorders for each action planning team identified by NCDM**

**Orientation/Training for Host Agencies, Resident Co-conveners, Facilitators, and Recorders**
- Build community and establish supportive environment
- Provide overview of action planning process and timeline
- Distribute resource binders to co-conveners and facilitators
- Conduct facilitation training

**Plenary Session**
- a. Launch GNI action planning process
- b. Provide overview and update of Skillman Foundation’s work
- c. Learn how to use data effectively (TA binders & Bravelo)
- d. Collectively commit to active participation in GNI action planning process
- e. Hold first official action planning team meetings

**Action Planning Meeting 1 (combined meeting of all APTs)**
- a. Review outcomes of first meeting
- b. Review data gathered to address learning questions; summarize research findings
- c. Identify information gaps and make research assignments

**Action Planning Meeting 2 (team meets at host agency)**
- a. Review outcomes of first meeting
- b. Review data gathered to address learning questions; summarize research findings
- c. Identify information gaps and make research assignments

**Action Planning Meeting 3 (combined)**
- a. Continue GNI action planning
- b. Provide overview of action planning process, purpose, and timeline
- c. Identify ideas for ensuring community ownership and engagement in strategy area
- d. Learn how to use Bravelo effectively
- e. Identify ways to share information about strategy area across GNI communities
- f. Identify resources and participation needed to accomplish action plan
- g. Develop plan for Action Plan presentation
- h. Decide on next steps and assignments for action planning team members

**Action Planning Team Session**
- a. Review outcomes of meeting #4 and interim homework assignments
- b. Summarize final long-term priorities, short-term priorities, and implementation strategies for strategy area
- c. Identify ideas for ensuring community ownership and engagement in strategy area
- d. Identify ways to keep community informed about strategy area
- e. Identify ways to share information about strategy area across GNI communities
- f. Identify ways to share information about strategy area across GNI communities
- g. Identify ways to share information about strategy area across GNI communities
- h. Develop list of potential partners

**Action Planning Meeting 4 (at host agency)**
- a. Review outcomes of meeting #3
- b. Review new research findings
- c. Rank long-term priorities, short-term priorities, and implementation strategies for the strategy area
- d. Identify shared areas of action
- e. Receive applications for action planning grants
- f. Share next steps in the GNI process

**Community Report-Out**
- a. How did the Action Planning Team process work for you? What can be changed to improve it?
- b. What is your team’s role/interest in implementation of the Action Plan? This question focuses on short-term objectives and with respect to the mid-term and long-term objectives of the plan, who should be involved… agencies, stakeholders, and others?
Planning Phase II: Action Planning for Cody/Rouge and Northend

Host agencies and resident co-conveners for each action planning team identified by GN neighborhood team
Facilitators and recorders for each action planning team identified by NCDI

Orientation/Training for Host Agencies, Resident Co-conveners, Facilitators, and Recorders
a. Build community and establish supportive environment
b. Provide overview of action planning process and timeline
c. Distribute resource binders to co-conveners and facilitators
d. Conduct facilitation training

Action Planning Meeting 1 (combined meeting of all APTs)
Plenary Session
a. Launch GNI action planning process
b. Provide overview and update of Skillman Foundation’s work
c. Learn how to use data effectively (TA binders & Bravelo)
d. Collectively commit to active participation in GNI action planning process
e. Hold first official action planning team meetings

Action Planning Team Session
a. Get acquainted
b. Determine how Action Planning Team will function (core values, ground rules, responsibilities, & meeting schedule)
c. Understand APT purpose (expected end product, charge)
d. Define strategy area and its key components
e. Review data from community planning process and member insights
f. Identify data needed and key learning questions; make research assignments
g. Review themes and strategies from community planning process

Action Planning Meeting 2 (team meets at host agency)
a. Review minutes from first meeting
b. Review data gathered to address learning questions
c. Identify 1-2 long-term objectives
d. Identify 3-5 short-term objectives
e. Identify activities needed to accomplish each short-term objective

Action Planning Meeting 3 (combined meeting of all APTs)
Action Planning Team Sessions
a. Review minutes from meeting #2
b. Finalize objectives and activities
c. Identify 3-5 outcomes expected from action plan objectives and strategies
d. Discuss next steps with action planning team members

Plenary Sessions
a. Share action plans with other Action Planning Teams and GN partners
b. Understand next steps

Community Report-Out (held in each neighborhood)
a. Provide overview and update from GNI
b. Hear presentations from each of the four neighborhood action planning teams
c. Answer questions about, suggest revisions to, and endorse Action Plans
d. Get information from neighborhood organizations and programs (resource fair format)
e. Share next steps in the GNI process

Action Planning Teams continue to meet
a. Refine action plan
b. Receive technical assistance from UM-TAC, NCDI liaison, and MacMillion Group
c. Prepare for Community report-out
**Most teams met 3-4 times between mid-April and mid-June**
**Good Neighborhoods Initiative Flowchart**

### Readiness Phase

**Acceptance of Action Plans**
- Neighborhood endorses action plans and Skillman Foundation accepts action plans

**Community Meetings (3 per year)**
- Neighborhood teams and Action Planning teams plan and conduct quarterly community meetings to share updates and engage in dialogue and problem solving with community residents

**Governance: Task Force Meetings**
- Each neighborhood will have a task force of residents and stakeholders that meet to discuss and make recommendations for governance and membership structures
  - Meeting #1 (Joint Meeting of all 6 neighborhood task forces)
    - a. Provide orientation and set ground rules
    - b. Share research on community governance models
    - c. Share findings from community listening sessions
    - d. Hold initial meetings of neighborhood task forces
  - Meeting #2 (Held separately in each neighborhood)
    - a. Review and discuss options for forming Readiness Phase governance structure
  - Meeting #3 (Held separately in each neighborhood)
    - a. Review and discuss options for forming Readiness Phase governance structure
    - b. Develop preliminary recommendations
  - Meeting #4 (Joint Meeting of all 6 neighborhood task forces)
    - a. Share information about the governance options being considered by the six neighborhoods
  - Meeting #5 (Held separately in each neighborhood)
    - a. Finalize recommendations for forming Readiness Phase governance structure

**Governance: Community Meetings**
- Each neighborhood will have at least 2 full community meetings related to governance
  - Meeting #1
    - a. Task Force presents recommendations to the full community
    - b. Community discusses these recommendations
  - Meeting #2
    - a. Community develops consensus about which recommendations to implement

**Transition to Community Governance**
- GN partners work hand-in-hand with governance bodies to ensure successful and smooth transition

**Debriefing of Listening Sessions**
- GN Partners debrief and integrate lessons from listening sessions into governance meeting design

**Integration of Action Plans into “Community Change Plan”**
- Action Planning Teams receive ongoing technical assistance to integrate four action plans into one community change plan
  - a. Review community planning data
  - b. Ensure action plan captures major themes identified during community planning process
  - c. Identify and address significant gaps
  - d. Identify areas of overlap and/or conflict between actions plans; discuss collaboration and/or resolve conflict
  - e. Develop and duplicate “Community Change Plan”

**Leadership Academy**
- Leadership Academy (2 per year)
  - Prepare community residents to take on leadership roles or enhance current leadership roles in their neighborhood
    - a. Provide 8 Leadership Academy sessions
    - b. Provide 4 Skill Building workshops
    - c. Provide up to 6 hours of coaching to each Academy member
    - d. Develop alumni network

**Cohort of Leaders**
- Leadership Academy results in a cohort of leaders in each neighborhood involved with governance, action teams, and change on behalf of children