Design Teams: Participant Evaluation Summary Meeting Three

Social-Emotional Health Design Team
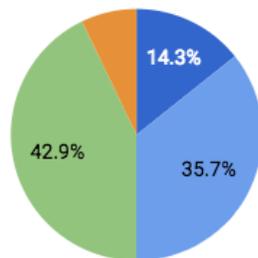*Meeting Date: December 11, 2017*

Overview

One hundred percent (100%) of the 24 Social-Emotional Design Team members who attended the meeting responded to the evaluation. Snapshots of participants' primary roles and the Pathways goal they most often work in follow:
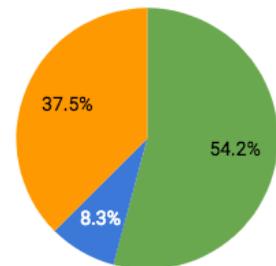
Which of these primary roles best describes you?

- Practioner
- State government
- Advocate
- Researcher

14.3%
35.7%
42.9%

Which Pathways Goal do you work in/interact with most often?

- Supported and Supportive Families and Communities
- High Quality Birth-through-Age-Eight Learning Environments with Regular Attendance
- Health and Development On Track Beginning at Birth

37.5%
8.3%
54.2%

Below is detail about the responses to the evaluation, key comments from the open-response portion, and next steps that should be considered as a result of this feedback.

Evaluation

Participants used the following four-point scale to answer questions related to the meeting's outcomes, engagement, and execution: Strongly Agree [4], Agree [3], Disagree [2], Strongly Disagree [1]. The results are presented below:

Session feedback summary table		Average score	Percent 3 or 4
Outcomes	Overall	3.4	94%
	The objectives and intended outcomes of the meeting were clearly defined	3.3	92%
	We achieved the planned objectives and intended outcomes of this meeting.	3.3	96%
	The work of this meeting was valuable and worth my time.	3.5	96%
	The Design Team had the resources (e.g., organization, community, leadership, talent, time) necessary to meet the goals of this meeting.	3.5	92%
	I feel that this Design Team is engaging in work that, if implemented, would improve third grade reading outcomes for NC's children.	3.6	96%
Engagement	Overall	3.6	94%
	Members of our team were prepared and engaged.	3.5	96%
	I feel my voice was heard during this meeting.	3.7	96%
	I believe I have a valued role in shaping this work.	3.5	96%
Execution	Overall	3.5	94%
	The meeting was well-planned and executed.	3.4	96%
	Time was used effectively and efficiently.	3.6	96%
	All follow-actions and next steps are clear.	3.5	92%

Feedback Highlights

Participants also offered valuable comments in the open response portion of the evaluation. A sampling of those responses follows:

What was the most valuable part of this meeting?

- Small group discussions with explicit directions.
- The morning brainstorming on strategies using an equity lens.
- Interesting to see the matrix to summarize recommendations to date, especially if joining pathways during process.
- The facilitator was a huge plus.
- Moving forward building logically on previous work.
- Talking about strengths not just deficits.

What did we do well that we should continue to do in future meetings?

- Have diverse stakeholders at the table.
- Be flexible with process in response to dynamics of meeting.
- Keeping it all on time.
- Very open and accessible to all attendees having a voice.
- Appreciate the correction in the middle. Loved the info on the gallery walk but hard to give input on that after all of the strategies discussed at table.
- Continue having a facilitator at every table. This helps teams ensure we are on the right path as well as remind us of what our goals are.
- Next steps and setting out the framework within which we are working.

What suggestions do you have for what we can change or how we can improve?

- Need to be clearer in activity objectives.
- Break up heavy workgroup work if possible.

- We needed printed copies of the strategies in action steps in addition to the giant framework.
- Would love to see incorporated in the Tactics sub-references to pieces already (being) addressed in NC, even if not yet fully achieved or actualized, and by whom
- I appreciated the preparatory work, which made the meeting more productive – perhaps even more if people are willing.
- Present Theory of Charge for work.
- Just remind us all to respect each other's turn to speak while we are having conversations.
- Provide vision for final product and action steps going forward.
- Please eventually maybe meet with youth for their thoughts, opinions. Also entice more parents to the table.
- So glad to be involved in this important work. Many things are coming together in my community and our state and I think that there is real momentum to make critical changes to better support children, families and our community.
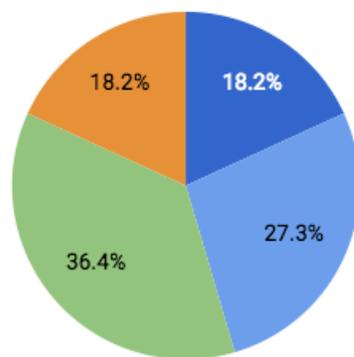
High Quality Early Care and Education Design Team
Meeting Date: December 14, 2017

Overview

Seventy-seven percent (77%) of the 18 members of the High Quality Early Care and Education Design Team who attended the meeting responded to the evaluation. Snapshots of participants' primary roles and the Pathways goal they most often work in follow:
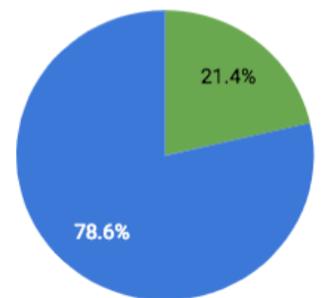
Which of these primary roles best describes you?

- Practioner
- State government
- Advocate
- Researcher

18.2% | 18.2%
36.4% | 27.3%

Which Pathways Goal do you work in/interact with most often?

- Supported and Supportive Families and Communities
- High Quality Birth-through-Age-Eight Learning Environments with Regular Attendance

21.4%
78.6%

Below is detail about the responses to the evaluation, key comments from the open-response portion, and next steps that should be considered as a result of this feedback.

Evaluation

Participants used the following four-point scale to answer questions related to the meeting's outcomes, engagement, and execution: Strongly Agree [4], Agree [3], Disagree [2], Strongly Disagree [1]. The results are presented below:

Session feedback summary table		Average score	Percent 3 or 4
	Overall	3.5	100%
Outcomes	The objectives and intended outcomes of the meeting were clearly defined	3.4	100%
	We achieved the planned objectives and intended outcomes of this meeting.	3.4	100%
	The work of this meeting was valuable and worth my time.	3.6	100%
	The Design Team had the resources (e.g., organization, community, leadership, talent, time) necessary to meet the goals of this meeting.	3.8	100%
	I feel that this Design Team is engaging in work that, if implemented, would improve third grade reading outcomes for NC's children.	3.5	100%
Engagement	Overall	3.8	100%
	Members of our team were prepared and engaged.	3.8	100%
	I feel my voice was heard during this meeting.	3.9	100%
	I believe I have a valued role in shaping this work.	3.8	100%
Execution	Overall	3.7	100%
	The meeting was well-planned and executed.	3.7	100%
	Time was used effectively and efficiently.	3.6	100%
	All follow-actions and next steps are clear.	3.8	100%

Feedback Highlights

Participants also offered valuable comments in the open response portion of the evaluation. A sampling of those responses follows:

WHAT WAS THE MOST VALUABLE PART OF THIS MEETING?

- Collaborative work in small groups.
- Smaller group discussions brought to the larger group.
- Very clear processes and expectations.
- Keep having meetings even if the format is to adjust and revisit implementation.
- Making sure everyone is included.
- The table facilitators were great! They did a magnificent job capturing the comments and themes that came from the conversation. They also were very strong at pulling information from individuals at the table and reminding participants to keep an equity lens on themes that presented themselves.
- As we are narrowing down to actual strategies, it is possible to see the light at the end of the tunnel. Viewing the items with a racial equity lens makes us stay accountable to the overall goal of ALL children.

WHAT DID WE DO WELL THAT WE SHOULD CONTINUE TO DO IN FUTURE MEETINGS?

- I like the description of being in the messy middle - I feel it, and acknowledging that helps to dial back my tendency to grasp at clarity and structure and trust the process and shared wisdom in the room. Process takes time, but changing systems needs deep thinking and space for building trusting relationships.
- Really great discussion today. Appreciated having a facilitator at our table.
- We had powerful conversation.
- Very clear processes and expectations.

WHAT SUGGESTIONS DO YOU HAVE FOR WHAT WE CAN CHANGE OR HOW WE CAN IMPROVE?

- More design thinking and switching up groups.
- More non-B-8 participants, e.g., policymakers, business leaders.
- Integrate the small groups for richer perspectives.
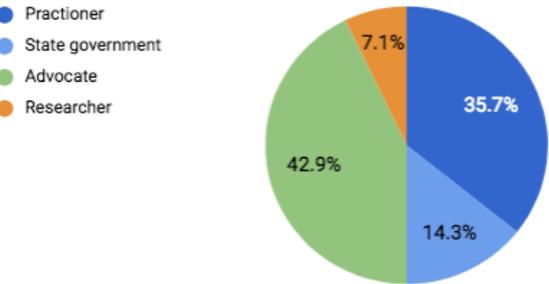- Keep finishing early – getting out at 2:30 really helps.

Regular School Attendance Design Team
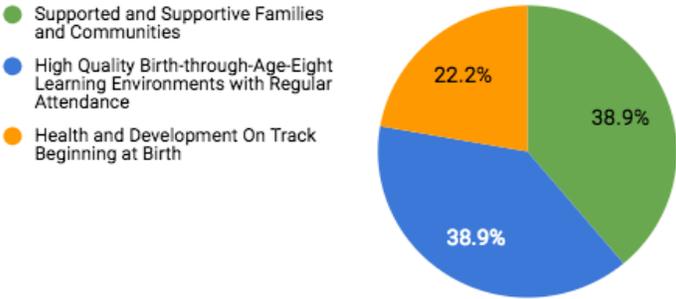*Meeting Date: December 18, 2017*

Overview

One hundred percent (100%) of the 18 Regular School Attendance Design Team members who attended the meeting responded to the evaluation. Snapshots of participants' primary roles and the Pathways goal they most often work in follow:

Which of these primary roles best describes you?

- Practioner
- State government
- Advocate
- Researcher

35.7%
14.3%
42.9%
7.1%

Which Pathways Goal do you work in/interact with most often?

- Supported and Supportive Families and Communities
- High Quality Birth-through-Age-Eight Learning Environments with Regular Attendance
- Health and Development On Track Beginning at Birth

22.2%
38.9%
38.9%

Below is detail about the responses to the evaluation, key comments from the open-response portion, and next steps that should be considered as a result of this feedback.

Evaluation

Participants used the following four-point scale to answer questions related to the meeting's outcomes, engagement, and execution: Strongly Agree [4], Agree [3], Disagree [2], Strongly Disagree [1]. The results are presented below:

Session feedback summary table		Average score	Percent 3 or 4
	Overall	3.3	91%
Outcomes	The objectives and intended outcomes of the meeting were clearly defined	3.3	94%
	We achieved the planned objectives and intended outcomes of this meeting.	3.3	94%
	The work of this meeting was valuable and worth my time.	3.2	83%
	The Design Team had the resources (e.g., organization, community, leadership, talent, time) necessary to meet the goals of this meeting.	3.4	94%
	I feel that this Design Team is engaging in work that, if implemented, would improve third grade reading outcomes for NC's children.	3.3	89%
Engagement	Overall	3.3	91%
	Members of our team were prepared and engaged.	3.3	94%
	I feel my voice was heard during this meeting.	3.3	83%
	I believe I have a valued role in shaping this work.	3.3	89%
Execution	Overall	3.4	93%
	The meeting was well-planned and executed.	3.4	94%
	Time was used effectively and efficiently.	3.4	94%
	All follow-actions and next steps are clear.	3.3	89%

Feedback Highlights

Participants also offered valuable comments in the open response portion of the evaluation. A sampling of those responses follows:

What was the most valuable part of this meeting?

- All of it.
- Targeted, intentional small group work.
- Gallery walk and subsequent discussion.
- Equity discussions and networking.
- Exchange of ideas. Hearing different viewpoints.
- I appreciate the dialogue around the root cause values narrative.

What did we do well that we should continue to do in future meetings?

- Be organized. A ton of information, but you all do great work putting it together.
- Good food.
- I appreciate that racial equity is explicitly a part of this conversation and would love to continue to think through how the process, not just the destination, can be leveraged to distribute power to marginalized communities.
- Nice to have "where we've been" and "where we are going" clearly articulated.
- Good balance of big group and small group conversation.

What suggestions do you have for what we can change or how we can improve?

- Continue to do what you do.
- Coffee in the afternoon if possible.
- Location more easily accessible.
- Facilitating the discussion. Often, a few dominate, especially in the small workgroups. The group facilitator for my group seemed to be more of a participant than facilitator.
- Youth or adolescent mothers.
- If we are talking about equity and talking about youth, then I feel like we should be providing opportunities for youth to participate in all aspects of this work.

Continuous Improvement

Based on the results of these evaluations and participant feedback, we recommend that Pathways staff adjust and improve implementation of future Design Team meetings by:

- Reiterating the Pathways vision, process and next steps at every meeting.
- Integrating small groups for more cross-sector decision-making.
- Incorporating youth voice.
- Continuing to make use of work between meetings.
- Building in breaks and keeping meetings shorter, if possible.
- Clarifying the evaluation rating scale. A couple of participants marked "strongly disagree" for every question, but then offered positive or neutral feedback on the open-ended response portions, suggesting they inadvertently flipped the rating scale. Facilitators should clarify the rating scale when they invite participants to complete the evaluation.