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# Assessing Readiness for Community Transformation towards a Culture of Health

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# Session Purpose

- Introduce and interact with the Assessment for Advancing Community Transformation (AACT)
  - AACT is validated, self-assessment tool that allows communities to collect and use data about their collaborative efforts to improve health and equity
  - Developed in collaboration by 100 Million Healthier Lives/Institute for Healthcare Improvement, County Health Rankings & Roadmaps, and Georgia Health Policy Center



# Learning Objectives

- Describe the design and purpose of the Assessment for Advancing Community Transformation (AACT).
- Describe how to measure a community's development over time and to identify progress.
- Explain the value of collaborative networks working together to measure and improve community level progress towards advancing local health improvements and equity.
- Explore what it is like to take the AACT and consider how it might be used to support your community improvement efforts

**We  
recognized a  
gap.**

- How to identify community readiness for health improvement?
  - Different standards and metrics for readiness
  - Limited tools available
  - No shared language that could be used by community members, technical assistance providers, evaluators, and funders
  - Data collection about collaborative efforts is challenging

# We learned from research and practice.

- There is limited research on the effectiveness of multi-sector partnerships relative to population level outcomes.
- Most perceptions of the capabilities of multi-sector partnerships tend to be overly optimistic.
- There is a growing and diverse landscape of coalitions focused on local health improvement.
- Few have reached a defined state of maturity. Most are in an early phase of development.
- Current readiness assessments tend to focus on implementation of a particular policy, program, or strategy.
- Readiness is not an either/or. It is multi-dimensional and can change over time.
- Assessing readiness from a layered or multi-component perspective is useful for technical assistance providers, funders, evaluators, and others who typically tailor their approaches to specific topics or contexts.

**We saw  
the many  
potential  
uses.**



Tool that Allows communities to directly collect and use data about their collaborative efforts



Shared Process for communities to reflect, prioritize, and align actions



Framework for the multiple dimensions that contribute to building a Culture of Health



Way to design support from technical assistance (TA) providers, evaluators, and others



Platform for learning with and from communities about their challenges and trajectories



Way to measure a community's progress over time

# We were intentional with the design.

<b>Diverse Audience</b>	Accommodate a broad and diverse audience
<b>Align with Other Tools</b>	Complement—not replace—tools that already exist
<b>Stages of Development</b>	Focus on stage of development and not assessment of readiness to implement a specific intervention
<b>Community-Centric</b>	Focus on community-driven data collection and self-assessment that does not require administration, analysis, or interpretation by external experts
<b>Deliberate Conversation</b>	Create a way for the community to come together in conversation and deliberation to determine a common score in order to establish a baseline and identify priorities
<b>Inclusive Language</b>	Adopt language that is inclusive and easily accessible by community residents
<b>Highlight Equity</b>	Highlight equity as a core theme and foundational to the administration of the tool
<b>Systems Approach</b>	Layer across six themes that are mutually reinforcing, not sequential, to address systems dynamics
<b>Identify Progress</b>	Establish baseline for each sub-theme and identify movement across each stage – progress not always linear
<b>Multiple Measures</b>	Recognize multiple measures of progress along the journey and offers pathway for rapid cycle feedback

# We created a framework.



**6 Key Themes:** Collaboration, Communication, Advance Equity, Plan for Action, Measure to Improve, and Sustainability



**22 Items (sub-themes):** Including partner with people most affected by poor outcomes, understand what drives health, spread knowledge about what works, and focus on policy



**4 Stages:** Not Yet Started, Getting Started, Gaining Skill, Sustaining



**88 Indicators of Progress:** An indicator is provided that defines each item and stage



**1 Community Score:** Community members independently score then meet in deliberate conversation to agree on one score, establish baseline, and prioritize action steps

# We created a format...

## I. Collaboration

True collaboration means working with many partners, including people from different organizations and multiple sectors, as well as members of the community. It can take time to build trust, strong relationships and commitment from all partners. When we are clear and all support a shared vision, we can come together around our common goals. As we move from getting started to sustaining our collaboration, we go from working with a few people who make decisions, to more people who take responsibility for the change we hope to achieve in our community.

Item	Not yet started	Starting: "We're early and still figuring things out."	Gaining skill: "We're getting the hang of this!"	Sustaining: "This is who we are and how we do our work."	Score
<b>A. Work with partners from different sectors</b>	We have not yet included partners from different sectors  1	We are working with some partners from different sectors.  2    3    4	We have active partners from other sectors, but need additional partners to better meet our goals.  5    6    7	We have active partners from many sectors who contribute to meeting our goals.  8    9    10	
<b>B. Strengthen collaboration</b>	We have not yet developed a strong history of working together. Relationships and trust are in the very early stages of development.  1	We are establishing some trust and strength in our relationships. There is some commitment from partners.  2    3    4	We have trust and strong relationships with each other. Partners are fully committed to the collaboration.  5    6    7	We have formal policies and systems in place to ensure partners are part of the design, implementation, and measurement of our work. We trust and support one another in achieving our goals.  8    9    10	



**... and established  
an assessment  
process.**

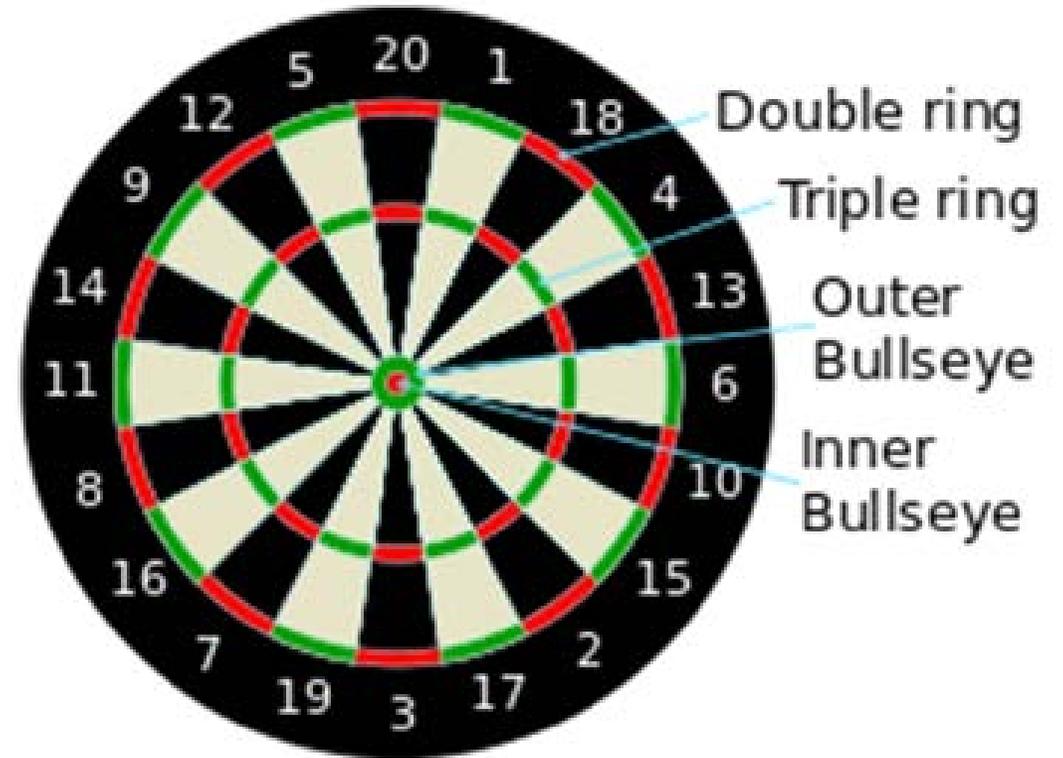
## Key Steps

- 1) Identify who will complete the assessment
- 2) Each person individually review tool and record scores
- 3) Reconvene group to review results and come to agreement on scores
- 4) Make a plan

# Scoring the AACT

## Scoring

- Numerical value – 1 to 10
- Four stages
  - “Not Yet Started”(1)
  - “Starting” (2-4)
  - “Gaining Skill” (5-7)
  - “Sustaining”(8-10)



## II. Communication

Effective communication is important for our work. What we say and how we say it can motivate people to take action. We need to be able to communicate with each other and our community. As we move from getting started to sustaining effective communication, we go from occasional communication focused on information sharing, to regular, purposeful communication with each other and our community.

Item	Not yet started	Starting: "We're early and still figuring things out."	Gaining skill: "We're getting the hang of this!"	Sustaining: "This is who we are and how we do our work."	Score
<b>A. Communicate within the collaboration (internal)</b>	We have not yet communicated regularly with our partners.	We sometimes communicate with our partners.	We have a regular or coordinated process for communicating with our partners.	We have formal systems, policies, and processes in place to ensure we regularly communicate, document, and share information with all of our partners.	
	1	2 3 4	5 6 7	8 9 10	6
<b>B. Deal with conflict</b>	We have not yet dealt with conflict when it happens. We usually avoid difficult issues.	We sometimes deal with conflict as it comes up. We have found ways to deal with difficult issues.	We openly talk about conflict and have developed ways to deal with it when it comes up. We openly discuss difficult issues.	We have formal systems, policies and processes in place to deal with conflict. We effectively deal with difficult issues.	
	1	2 3 4	5 6 7	8 9 10	3

# Scoring the AACT

- Scores recorded into online AACT Scoresheet
- Results compiled and analyzed in a spreadsheet report

## Assessment for Advancing Community Transformation (AACT) Scoresheet

\* Required

### II. Communication

Effective communication is important for our work. What we say and how we say it can motivate people to take action. We need to be able to communicate with each other and our community. As we move from getting started to sustaining effective communication, we go from occasional communication focused on information sharing, to regular, purposeful communication with each other and our community.

Item A. Communicate within the collaboration(internal) \*

6 \_\_\_\_\_

Item B. Deal with conflict \*

3 \_\_\_\_\_

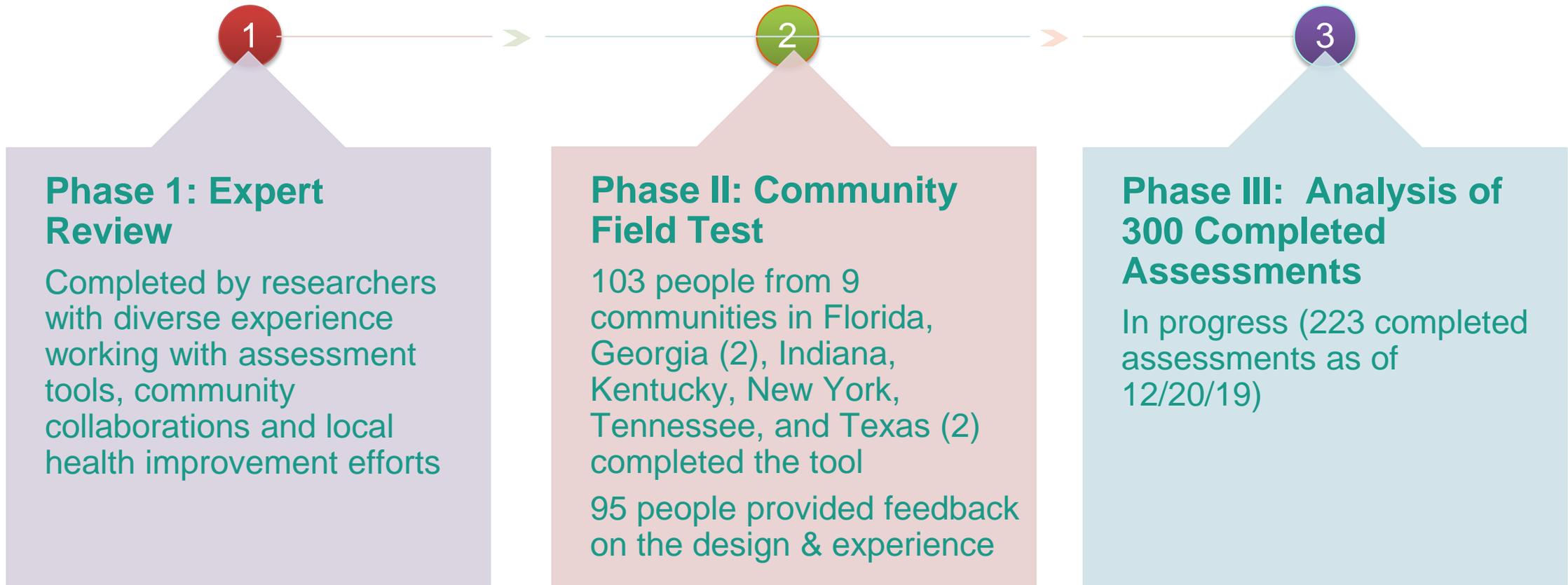
Item C. Communicate with external stakeholders (external) \*

# Plan for Action

- Identify priority areas
  - Greatest importance to the group
  - Represent "low hanging fruit" in near term
  - Areas that scored in the earlier stages
  - Readiness of group for action
- Set goals; develop a work plan



# We established a validation process.



# Interactive Exercise

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At your table, as an individual or with others from your organization/grant partnership

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Reflect on your consortium or network's FORHP-funded effort (or other collaborative effort)

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Based on your experience in that effort, go through the AACT and score your effort (from your perspective)

# Table Discussion

1. Share one reflection/highlight that comes to mind from having completed the assessment.
2. Given your scores, what is one action or area you might focus on?
3. What's one next step you might take with the AACT after this meeting?



# Questions or Comments?



# The AACT - How to get yours today!



sign  
up  
now

1. Follow this URL to sign up:

<http://bit.ly/Rural-AACT>

or

2. Sign up at the front of the room

Your GHPC TA is here as a resource for additional questions and follow-up on the AACT



**For More  
Information**

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