

## Trust Staff/Key Informant Interview

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|-----------------------|--|
| Interviewee Name:     |  |
| Position:             |  |
| How Long in Position: |  |

### Background

The Children's Trust funds and supports a coordinated system of community services that allows all youth and their families to thrive. The Trust's vision is to facilitate equitable access and opportunities for all children and families in Alachua County to ensure every child reaches their maximum potential. To help the Trust do that, it has embarked on this Listening Project. The Trust hired our firm, Prismatic Services, to assist, which is why we are now speaking. We would like to hear your thoughts, opinions, and ideas. We have several questions to get us started but we can go in any direction you'd like.

[If Zoom] I will be recording this interview if that's okay with you. I will also be taking notes. The recording will be used if I need to go back and clarify something in my notes.

[If phone or in-person] I will be audio-recording this interview if that's okay with you. I will also be taking notes. The recording will be used if I need to go back and clarify something in my notes.

### Our Community

1. The mission of the Children's Trust of Alachua County is to "fund and support a coordinated system of community services that allows all youth and their families to thrive." When you envision a system of supports for our children and youth in Alachua County that works effectively, what do you see?
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2. If you could improve just one thing in Alachua County to help all children/youth thrive, what would it be? Let's assume we have a magic wand, so anything is possible.
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3. What community issues should the Trust be most concerned about for the next three to five years?
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4. The issues you identified as focus areas for the next three to five years, are they the same areas that the Trust has been focused on in the past? Are they different?
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### The Trust

5. Thinking about the Trust today, what would say are its biggest strengths?
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6. In what areas does the Trust struggle the most right now? Why do you think it is struggling in those areas?
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7. One particular area of concern is reducing disparities in child outcomes. What are your thoughts for how the Trust might better tackle this issue?
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### Trust Goals and Indicators

The Children's Trust has four goals and uses 15 indicators to measure progress in reaching those goals

| Goals   | Indicators   |
|---|--|
| All children are born healthy and remain healthy.                     | A. Percent of low birth weight babies<br>B. Rate of hospitalizations for self-inflicted injuries<br>C. Rate of bacterial STDs<br>D. Rate of child food insecurity  |
| All children can learn what they need to be successful.               | E. Percent of children ready for Kindergarten<br>F. Percent of 3 <sup>rd</sup> grade students proficient in English.<br>G. Percent of 8 <sup>th</sup> grade students proficient in reading.<br>H. High school graduation rate  |
| All children have nurturing, supportive caregivers and relationships. | I. Rate of children subject to maltreatment<br>J. Rate of youth arrests<br>K. Number of children in out-of-home care   |
| All children live in a safe community.                                | L. Social Vulnerability Index percentile<br>M. Percent of household with severe housing problems<br>N. Rate of violent crimes<br>O. Rate of non-fatal motor vehicle traffic related hospitalizations among children aged 12-18 |

8. Let's go through each one. Is it useful? Is it in the top 3 or bottom 3 as a priority in your opinion?  
[share screen and take notes as they talk]

| Indicators  | Useful Indicator (Y/N/Not Sure) | Should be 1 of the top 3 Trust priorities | Should be 1 of the bottom 3 Trust priorities | Comments |
|---|---------------------------------|---|--|----------|
| A. Percent of low birth weight babies                               |                                 |   |  |          |
| B. Rate of hospitalizations for self-inflicted injuries             |                                 |   |  |          |
| C. Rate of bacterial STDs   |                                 |   |  |          |
| D. Rate of child food insecurity                                    |                                 |   |  |          |
| E. Percent of children ready for Kindergarten                       |                                 |   |  |          |
| F. Percent of 3 <sup>rd</sup> grade students proficient in English. |                                 |   |  |          |
| G. Percent of 8 <sup>th</sup> grade students                        |                                 |   |  |          |

|   |  |  |  |  |
|---|--|--|--|--|
| proficient in reading.  |  |  |  |  |
| H. High school graduation rate  |  |  |  |  |
| I. Rate of children subject to maltreatment   |  |  |  |  |
| J. Rate of youth arrests  |  |  |  |  |
| K. Number of children in out-of-home care   |  |  |  |  |
| L. Social Vulnerability Index percentile  |  |  |  |  |
| M. Percent of household with severe housing problems  |  |  |  |  |
| N. Rate of violent crimes   |  |  |  |  |
| O. Rate of non-fatal motor vehicle traffic related hospitalizations among children aged 12-18 |  |  |  |  |

9. Are there any other indicators that you believe the Trust should use in measuring progress in meeting its goals of improving the lives of children? What are they?

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## Guiding Principles/Organizational Values

The Children's Trust has 10 guiding principles.

| Guiding Principles of Children's Trust |   |
|--|---|
| 1.                                     | Initiatives should ensure accessibility to universal supports for all children 0 to 18 and their families, targeted supports for those who need additional help, and place based supports for those with the greatest need.   |
| 2.                                     | Innovative initiatives should be funded that coordinate comprehensive systems of support and delivers those supports in collaborative ways that allows the Trust to achieve collective impact.  |
| 3.                                     | Initiatives shall be evaluated based on their ability to ultimately impact all children, directly or indirectly, with a priority for long-term continual return on investment.  |
| 4.                                     | Initiatives must be measurable with priority given to a comprehensive system of supports that provide for prevention, timely intervention, and services that strengthen families and produce achievable results.  |
| 5.                                     | Initiatives must be aligned to a documented gap or need.  |
| 6.                                     | Funds will be invested and initiatives will be prioritized based on the highest educational, social, or emotional outcome value.  |
| 7.                                     | Initiatives will be evaluated in an open, transparent, and competitive manner in order to ensure equitable results and confidence in the process.   |
| 8.                                     | The Trust values fiscal and operational accountability and will fund partners in a manner that rewards efficiencies, takes advantage of economies of scale, and maximizes services to children or family members/support members in order to meet the educational, social, emotional, and/or physical health. |
| 9.                                     | The complete portfolio of Trust investments shall be reviewed to ensure that Alachua County children and families have equitable access to services that will work to increase racial equity.   |
| 10.                                    | Prior to any funding decision, the direct impact on children must be the primary consideration.   |

10. Let's go through each one. Is it important for us to adhere to this principle in order to achieve our mission? Are we adhering to it currently, in your opinion? Is it in the top 3 or bottom 3 in terms of importance for the Trust? [share screen and take notes as they talk]

| Guiding Principle  | Actively Adhering?<br>(Y/N/Not Sure) | Should be 1 of the top 3 in importance | Should be 1 of the bottom 3 in importance | Comments |
|--|--------------------------------------|--|---|----------|
| 1. Initiatives should ensure accessibility to universal supports for all children 0 to 18 and their families, targeted supports for those who need additional help, and place based supports for those with the greatest need. |                                      |  |   |          |
| 2. Innovative initiatives should be funded that coordinate comprehensive systems of support and delivers those supports in collaborative ways that allows the  |                                      |  |   |          |

| <b>Guiding Principle</b>   | <b>Actively Adhering?<br/>(Y/N/Not Sure)</b> | <b>Should be 1 of the top 3 in importance</b> | <b>Should be 1 of the bottom 3 in importance</b> | <b>Comments</b> |
|--|--|---|--|-----------------|
| Trust to achieve collective impact.  |  |   |  |                 |
| 3. Initiatives shall be evaluated based on their ability to ultimately impact all children, directly or indirectly, with a priority for long-term continual return on investment.  |  |   |  |                 |
| 4. Initiatives must be measurable with priority given to a comprehensive system of supports that provide for prevention, timely intervention, and services that strengthen families and produce achievable results.  |  |   |  |                 |
| 5. Initiatives must be aligned to a documented gap or need.  |  |   |  |                 |
| 6. Funds will be invested and initiatives will be prioritized based on the highest educational, social, or emotional outcome value.  |  |   |  |                 |
| 7. Initiatives will be evaluated in an open, transparent, and competitive manner in order to ensure equitable results and confidence in the process.   |  |   |  |                 |
| 8. The Trust values fiscal and operational accountability and will fund partners in a manner that rewards efficiencies, takes advantage of economies of scale, and maximizes services to children or family members/support members in order to meet the educational, social, emotional, and/or physical health. |  |   |  |                 |
| 9. The complete portfolio of Trust investments shall be reviewed to ensure that Alachua County children and families have equitable access to services that will work to increase racial equity.   |  |   |  |                 |
| 10. Prior to any funding decision, the   |  |   |  |                 |

| <b>Guiding Principle</b>                                     | <b>Actively Adhering?<br/>(Y/N/Not Sure)</b> | <b>Should be 1 of the top 3 in importance</b> | <b>Should be 1 of the bottom 3 in importance</b> | <b>Comments</b> |
|--|--|---|--|-----------------|
| direct impact on children must be the primary consideration. |  |   |  |                 |

11. Do you think these guiding principles adequately cover these values: Accountable, Transparent, Collaborative, Stewardship, and Equity?

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12. Wrapping things up, is there anything we haven't covered that you think we should talk about in these areas?

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