



## Lessons Learned:

- Go slow to go fast was the mantra when combining 3 States. Forward progress stalled while all parties come up to speed. A larger group necessitates lengthier decision making process.
- The 3-State project require ongoing cooperation, coordination and funds with the awareness that is fluctuating levels of each.
- Expand the Steering Committee to include State CSBG entity.
- Pursuing grants were only partially successful. It is more difficult to attract funds for the theorizing and researching stage. Greater success is expected for the piloting, implementation and continual improvement stage.
- Constant communication is key to keep all stakeholders abreast of progress, especially in the research and trialing stages where there is less outward evidence of forward progress.
- Establish a continual feedback loop so that all voices are heard and valued, and continual improvement is always practiced.
- Divide the work up by creating various work groups with subject matter experts to pose recommendations to the Steering Committee. (i.e. Work plan, Communications, Finance, Indicator and metrics, Regional cohorts)
- Patience, stamina and compromise is continually required.
- This is probing work that may challenge some CAPs, and excite others, as we move toward a more scientific method focused on outcomes vs. outputs – we aim to identify how are CAPs truly moving the needle in our client interactions – with defensible, academically validated data and metrics.
- Streamline our piloting process to make it as smooth as possible with each successive pilot group of CAPs.
- This is not a project in the traditional sense with an end date, rather a continual learning process which is meant to be transformative in how we describe our impacts and well as informing our annual strategic planning going forward (i.e. no end date, rather a continual improvement process and feedback loop as per ROMA)