

ABLE Change Framework Worksheet

Targeted Problem:

System Characteristic	Definition	Key Questions	System Profile What are we learning about the conditions in our community? (consider interdependencies)	Goals What conditions should we keep, change, chuck, or create to address the targeted problem?	Small wins & future efforts What actions can be added to the plan/agenda to achieve the goals?
Service Components	Range, quality, effectiveness, and location of services	<ul style="list-style-type: none"> • Are there gaps in the continuum of available services in the community? To what extent are these gaps contributing to the targeted problem? • To what extent are services aligned with the cultural traditions of the community? Are the values and beliefs held by the service delivery staff supportive of this alignment? • To what extent are services accessible to the community? What about these services (e.g., location, timing, intake process) could shift to increase this accessibility? What else within the system will need to be altered to allow for these shifts? 			

<p>Connections</p>	<p>Relationships and connections across different system components and actors</p>	<ul style="list-style-type: none"> • To what extent are the relationships among stakeholders and organizations contributing to the targeted issue? In what ways? • How will relationships need to shift in order for the proposed initiative to be successful? • What aspects of the system might support or hinder relationship development? Are policies/procedures put into place to guide, support and encourage collaborative relationships, shared work, and service coordination? 			
<p>Resources</p>	<p>Human, financial, and social resources that are used within the system</p>	<ul style="list-style-type: none"> • How will stakeholders be expected to behave if the systems change effort is successful? Do they have the skills and knowledge sets to engage in this behavior? • Are there local champions for the change? Do they know how to leverage change within the system? • Whose needs are prioritized by the ways current resources are allocated and opportunities distributed? Whose needs are ignored? • What new resources or opportunities are needed to support the desired change? • How does the system need to use 			

		<p>its resources differently to support the goals of the initiative? Who might perceive this reallocation as a loss?</p>			
<p>Policy and Practices</p>	<p>Policies, practices, procedures, and daily routines that shape system behavior</p>	<ul style="list-style-type: none"> • What policies, practices and procedures exacerbate the targeted problem? • What current policies, practices and procedures might get in the way of the systems change effort succeeding? • What policies, practices or procedures are not in place but are needed to fully support the goals and philosophies of new change? • Is there a gap between the stated policy and implemented practices? If so, why? 			
<p>Power and Control Dynamics</p>	<p>How decisions are made and who participates</p>	<ul style="list-style-type: none"> • What types of decisions are most critical to the functioning of the system and where does authority over these decisions rest? • What types of information and resources are most important to the system and who controls access to these resources? • Who are the social “movers and shakers” of the system? Do these individuals support the systems change effort? 			

		<ul style="list-style-type: none"> • How does the systems change effort challenge the existing power and decision-making structures? • What new power bases or decision-making structures will need to be developed to support the goals of the initiative? What else within the system will need to be altered to support this new power structure? 			
<p>Values, Beliefs, and Norms</p>	<p>Attitudes, values, and beliefs about problem that shape behavior</p>	<ul style="list-style-type: none"> • What current assumptions explain why things are done as they are? • What current assumptions support the systems change effort? Which ones might impede its success? • What are the “theories in use” that stakeholders use to explain why the targeted problem exists? • What are the values guiding current programs, policies, and practices within the system? What are the values guiding the proposed change? To what extent are these two congruent or compatible with each other? 			