

North Dakota Children's Cabinet

July 2025 Retreat





Agenda

1. Opening Remarks
2. Member Introductions & Roll Call
3. Working Group Norms
4. Commission on Juvenile Justice
5. Review Subcommittees
6. Lunch on your own
7. Subcommittees Meet
8. Group Share-Out
9. Update on Federal Funding & Implications
10. Closing and Next Steps

Community Agreements

1. Speak from our own experience.
2. Honor the complexity of this work.
3. Be imperfect in our learning and sharing.
4. Recognize each other's learning journey AND acknowledge impact.
5. Lean into conversations AND create space for all voices (move in, move out)
6. What's said here stays here, what's learned here leaves here.
7. Expect and accept non-closure.

What else?



”

**If you want to go
fast, go alone. If
you want to go far,
go together.**

–African Proverb

“



Presentation of the Final Report from the Commission on Juvenile Justice



Lisa Bjergaard



Break

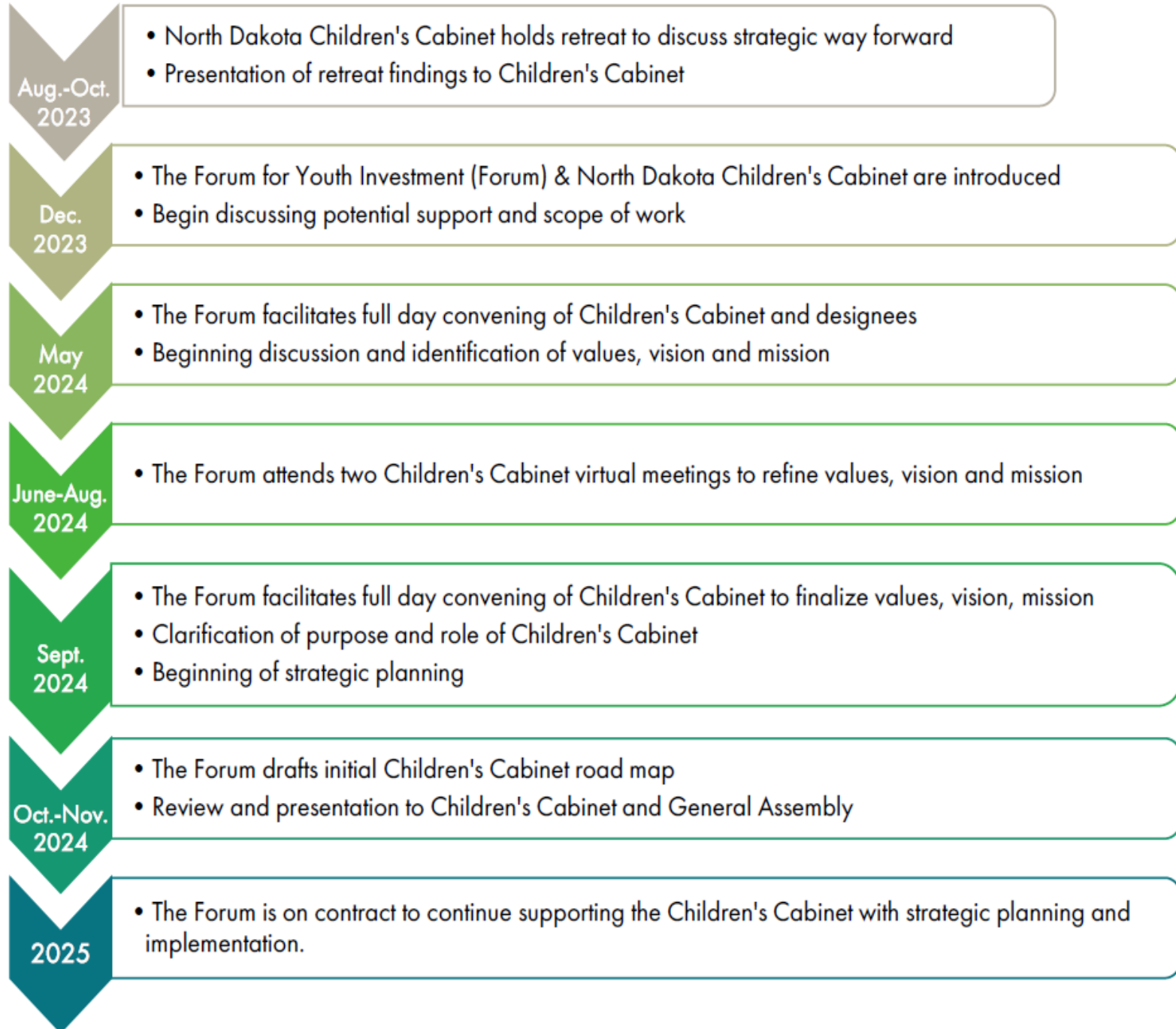


Strategic Plan Overview & Cross-System Framework



Jason Callahan & Meghan McCann

How did we get here?





Values, Vision, Mission

Values

- *360 Communication:* the Children's Cabinet will engage in open, honest and meaningful communication that leads to positive results for all children and families.
- *Optimism:* the Children's Cabinet will be solutions-focused, adopting a can-do attitude while avoiding the impulse to admire the problem.
- *Accountability:* the Children's Cabinet accepts clear accountability for leadership and allows all members to know their role and responsibility while sharing a common vision.

Vision: The North Dakota Children's Cabinet ensures that all children are prepared and successful, equipped with the skills, knowledge, and resilience to thrive in an ever-changing world.

Mission: The North Dakota Children's Cabinet collaborates to elevate what works and drive towards a seamless network of services and supports that meet the needs of every child and family.

Strategic Goals

01

Strengthen foundational elements of the Children's Cabinet and promote statewide.

02

Identify and elevate promising practices to advance a seamless network of services and supports throughout North Dakota.

03

Define, measure and report out on the status of child-wellbeing in North Dakota.

WINS!

- ✓ Children's Cabinet Logo
- ✓ Amendments to Statute
- ✓ Move Children's Cabinet to the Governor's Office
- ✓ Create Subcommittees



NORTH
Dakota
Be Legendary.

Children's
Cabinet

Building Ecosystems Statewide for Thriving (BEST) Youth

Jason Callahan



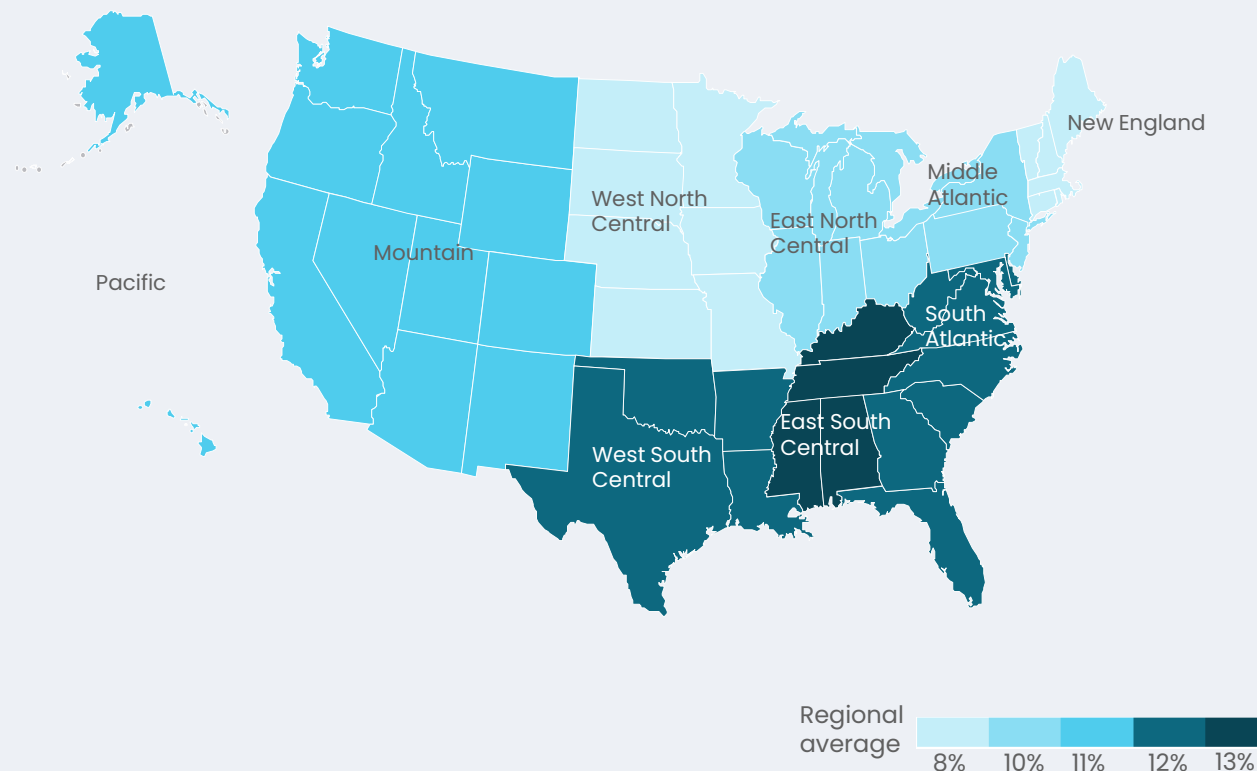
The Context



**IMMENSE
NEEDS
CONTINUE TO
EXIST IN A
FRAGMENTED
ECOSYSTEM**

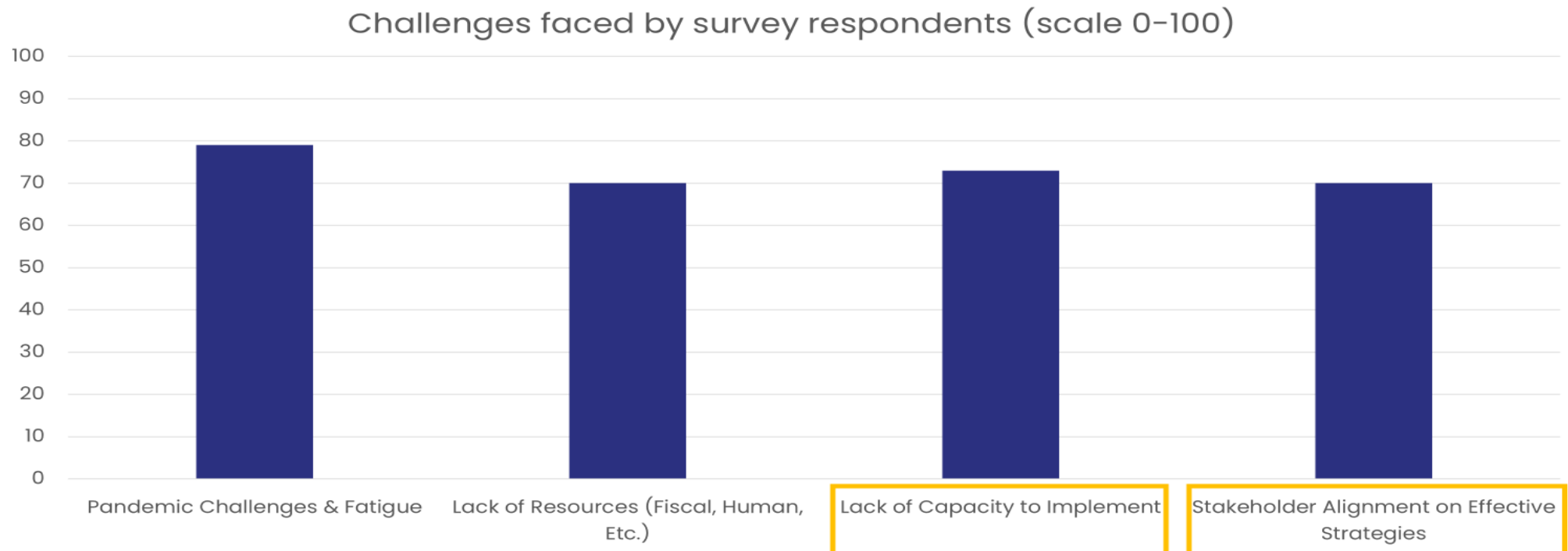
Over **12 million** young people in the United States live in poverty, representing 17% of people under age 18.

4 million opportunity youth, ages 16-24, lack access to education & employment opportunities.

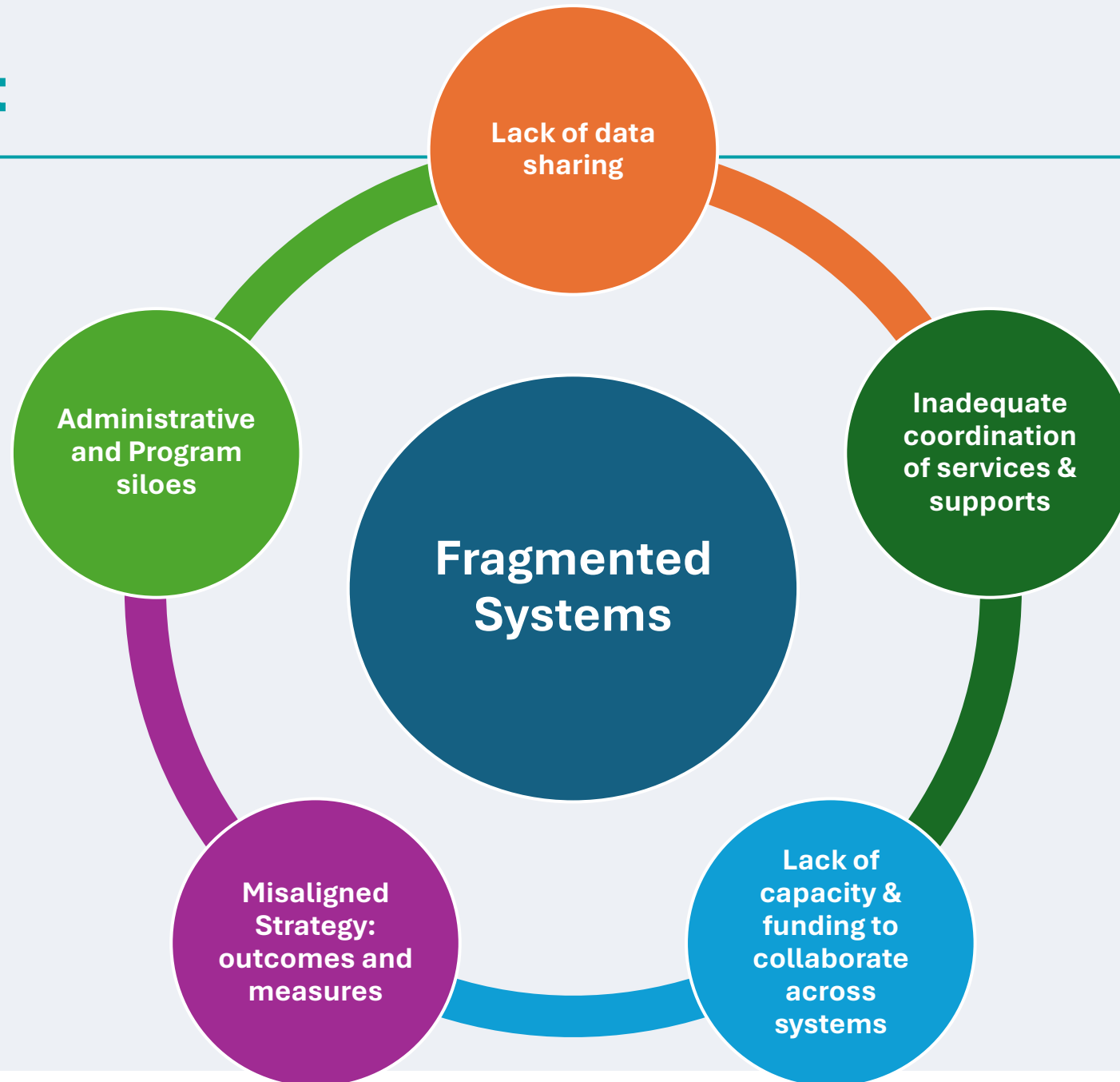


¹ [Measure of America](#)

State Challenges and Needs



The Context



- Provide Neutral Convener
- Co-designing and implementing outcomes-based plan to create cross-system reforms and innovations
- Centered around youth and family-centered approach
- Elevating strategies for cross-system alignment to holistically support young people (ages 5-24) and their families



Ladder of PWLE Participation in Systems Change

Adaptation of Roger Hart's Ladder of Participation



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- Rung 8 – PWLE initiated shared decisions with Systems:** PWLE-led activities, in which decision making is shared between PWLE and systems as equal partners.
- Rung 7 – PWLE initiated and directed:** PWLE-led activities with little input from systems.
- Rung 6 – System initiated shared decisions with PWLE:** System-led activities, in which decision making is shared with PWLE.
- Rung 5 – Consulted and informed:** System-led activities, in which PWLE are consulted and informed about how their input will be used and the outcomes of System decisions.
- Rung 4 – Assigned, but informed:** System-led activities, in which PWLE understand purpose, decision-making process, and have a role.
- Rung 3 – Tokenism:** System-led activities, in which PWLE may be consulted with minimal opportunities for feedback
- Rung 2 – Decoration:** System-led activities, in which PWLE understand purpose, but have no input in how they are planned.
- Rung 1 – Manipulation:** System-led activities, in which PWLE do as directed, without understanding the purpose for the activities.

State Action Laboratory Phases

DISCOVERY: Landscape Scan & Analysis

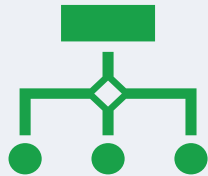


CO-DESIGN: Strategy Planning

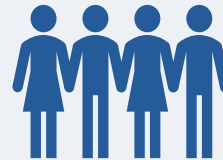


CO-CREATE: Implementation and Learning





**State Action
Laboratories**



**Peer Learning
Community**



**Building a Policy
Agenda**



Building Blocks of Systems Change

1

Understanding the System

Develop an understanding and analyze the various components, relationships and factors that contribute to the issues and fragmentation before initiating change.

2

Identifying Leverage Points

Identify what part of the systems you are trying to change that can have the most significant impact and where you can effectively operationalize strategies & leverage resources.

3

Collaborative Approach

Develop relationships/partnerships where multiple stakeholders work together to identify common goals, build consensus and bring diverse perspectives (including past and current recipients of services) and resources to the table.

4

Neutral Convener

Engagement of a trusted intermediary as a catalyst to facilitate dialogue and operate as an ally in implementing change. An intermediary brings together the full spectrum of stakeholders and provides them with a range of resources.

5

Building Capacity

Training, technical assistance and customized support that meets people where they are, creating space and muscle for reflection and adaptation.

6

Communication and Advocacy

Advocate for changes in policies, influence and educate decision-makers and create an environment conducive to change. This involves cultivating leaders and advocates to champion change.

7

Quality Assurance and Measurement

Track and measure the impact of system change efforts by building evidence with research and data. This entails collecting data, assessing outcomes, and adjusting strategies based on feedback and results.

CO-CREATE: Implementation and Learning

Facilitation

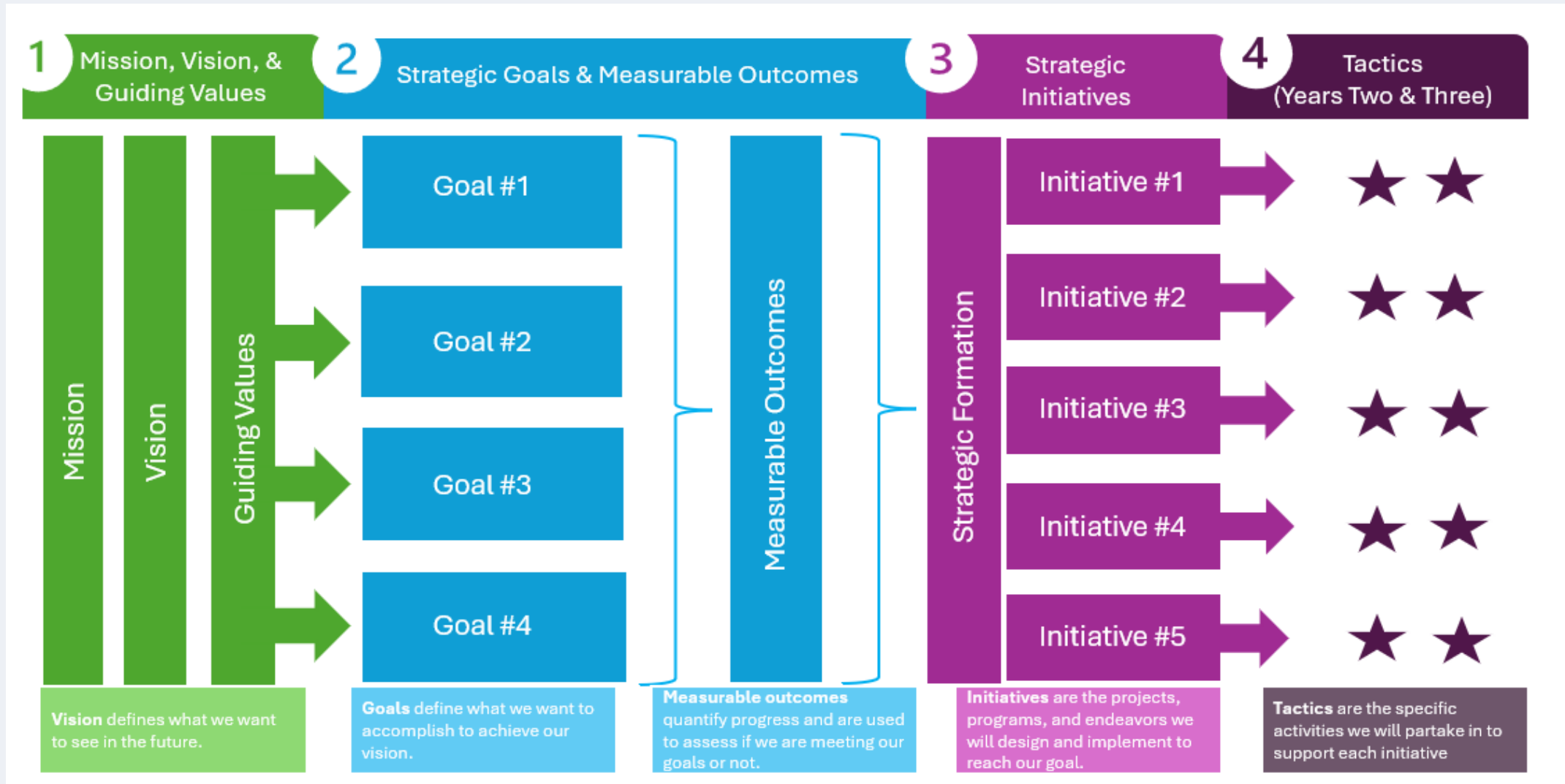
Course
Corrections

Measurement

Coaching



What's Next: Finalize Strategic Plan



Project Management: R.A.C.I.



RESPONSIBLE



ACCOUNTABLE



CONSULTED



INFORMED



What's Next: Identify a Timeline

Goal	Q1 Jul – Sep 2025	Q2 Oct – Dec 2025	Q3 Jan – Mar 2026	Q4 Apr – Jun 2026
Goal #1:	Initiative 1A:			
	Initiative 1B:			
	Initiative 1C:			
Goal #2:	Initiative 2A:			
	Initiative 2B:			
	Initiative 2C:			
Goal #3:	Initiative 3A:			
	Initiative 3B:			
	Initiative 3C:			



Lunch



Federal Funding & Implications for North Dakota



Superintendent Baesler &
Commissioner Traynor

Next Steps



Meghan McCann, Jason Callahan &
Maria Neset

Closing Remarks



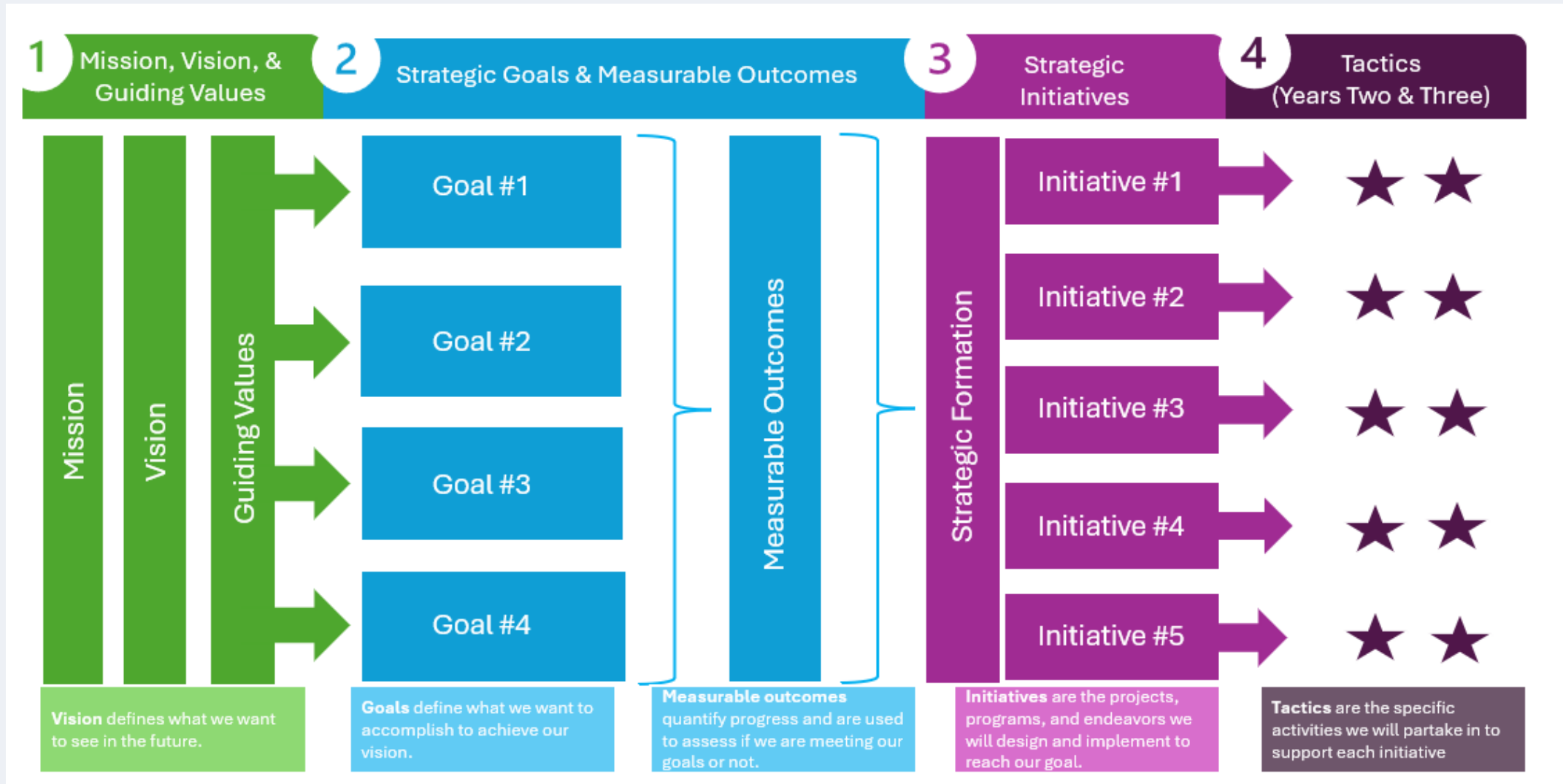
Senator Axtman, Chair

Strategic Planning Subcommittee



1. Subcommittee purpose and protocol
2. Identify ultimate outcome for the strategic plan
3. Establish SMART Goals

What's Next: Finalize Strategic Plan



S.M.A.R.T. Goals



Specific



Measurable



Achievable



Relevant



Time Bound

Activities

Goal #1: strengthen foundational elements of the North Dakota Children’s Cabinet through the development and communication of a strategic plan by Fall 2025.

Outputs:

Metrics:

Initiative 1A: Refine N.D. Cent. Code § 50-06-43.1

Activity #1

Description: Move Children’s Cabinet to the Governor’s Office

MOCHA

- Owner: Sen. Axtman
- Helper: Maria Neset, Sen. Hogan

Activity #2

Description: Create subcommittees

MOCHA

- Owner: Sen. Axtman
- Helper: Maria Neset, Sen. Hogan

Activity #2

Description: Define focus of Children’s Cabinet to “children” as ages 0-21; families with children; youth in key transition stages

MOCHA

- Owner: Sen. Axtman
- Helper: Maria Neset, Sen. Hogan

Initiative 1B: Build Community

Activity #1

Description: Enlist thought partners and create feedback loop among youth ecosystem stakeholders.

MOCHA

- Owner:
- Helper:

Activity #2

Description: Create communication strategy for dissemination of Children’s Cabinet initiatives

MOCHA

- Owner:
- Helper:

Activity #2

Description: Gain youth buy-in in problem identification and solution building.

MOCHA

- Owner:
- Helper:

What do we mean when we say “cross-agency”?

Project Management: R.A.C.I.



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	Initiative 2B:			
		Initiative 2C:		
Goal #3:		Initiative 3A:		
	Initiative 3B:			
		Initiative 3C:		

