



Pediatrics Supporting Parents (PSP) Learning Community Governance Structure

What is governance?

Governance is about how decisions are made. The governing body is the group of people who work together to make these decisions.

The purpose of the PSP Initiative Governing Model is to guide how the governing body works together to:

- Make decisions for the PSP Initiative in ways that are equitable and supportive, and
- Bring forward the strengths and resources of the local Proof Point Communities.

The PSP Initiative Governance Model is a model that can also be used by the individual Proof Point Communities and their local partners.

Our Commitment to Working together As Equals

Families are encouraged to bring their preferences, needs, and priorities directly to be addressed in the work.



Children and families
are at the center of our
work.



Families are experts
on their lived
experiences.



We co-create solutions
with families in
everything we do.

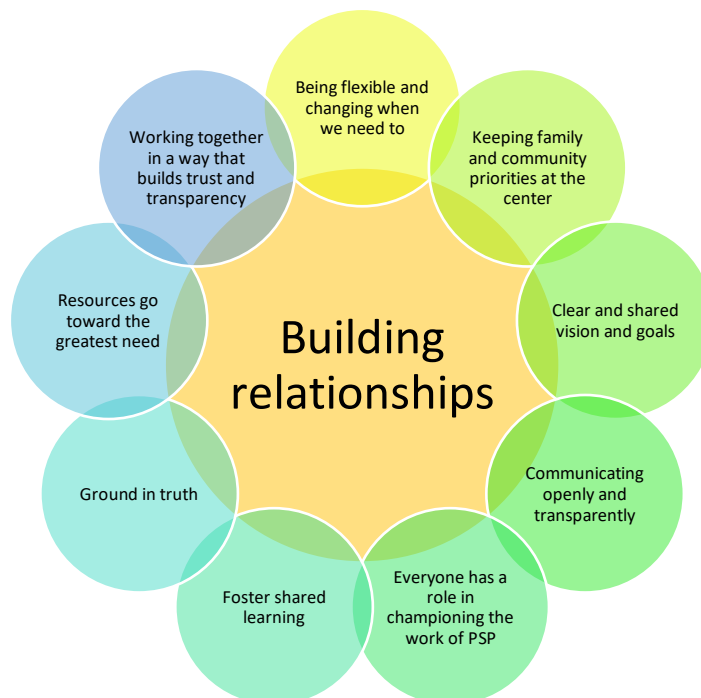
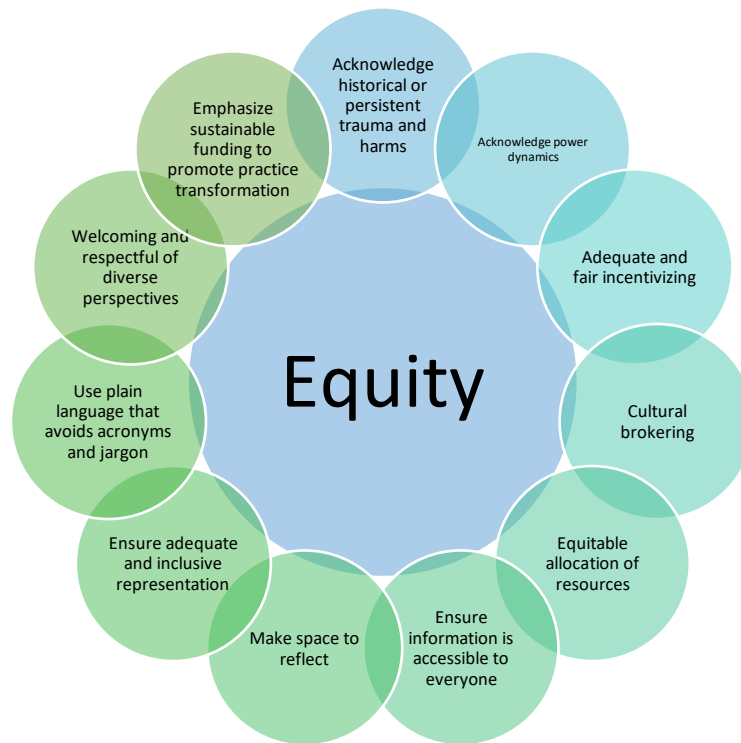
Our Values

- Health equity for children 0-3
- Engaging people with marginalized identities
- Trauma-informed care
- Dealing with the root causes of health outcomes



How We Work Together

The ways partners work together should be reviewed regularly and used to solve problems and conflicts.





Collaborative Governing Body Structure

Governing Body Membership

The Governing Body is made up of 12 PSP Initiative members. This governing body works to focus most on the perspectives and experience of parents from groups that experience the most negative social and emotional development outcomes because of the way our society has treated their communities. The Governing Body makes decisions that build on the existing power, resources and expertise of the full PSP Initiative .

Governing Body Selection Process

Each Proof Point Community and the Funder Team will vote or assign two members from their teams to join the Governing Body.

The 12-member governing body should include:

5

PARENTS

One parent of young children representing each of the 5 Proof Point Communities [preferably a parent with a BIPOC or otherwise historical marginalized identity]

5

PROVIDERS

Pediatric providers or other non-clinical frontline early childhood providers

2

FUNDERS

Two representatives for the PSP Funder Team

1-5 FESAT Coaches will participate, as needed, to represent parent voices where there are gaps for the Proof Point Communities.

Responsibilities of the Governing Body

The governing body will make decisions about the best ways to carry out the Implementation Phase of the PSP Learning Community, including setting the order for how the work is funded.



The governing body will make recommendations about the budget and about important program decisions for the full PSP Learning Community. Responsibilities of the Governing Body are to:

- Connect the work of existing early childhood groups to the plan.
- Be sure the work lines up with what the Proof Point Communities are doing.
- Be sure that all Proof Point Communities and the Funder Team know about decisions made by the governing body and have a chance for input.
- Keep Proof Point Community members up to date on new goals and opportunities coming from the community.
- The Governing Body holds the broader learning community accountable.

What the Governing Body Commits to Doing

- Being a champion of the work of Pediatrics Supporting Parents
- Serving on the governing body for at least 12 months (with the option to extend the commitment each year). If a person serves for a 12-month term and decides to step away, they will need to go through the nomination process to be considered for another term on the governing body.
- Giving feedback in evaluations about how to improve how well the collaborative governance body is working.
- Paying attention to the barriers faced by a multi-lingual, multi-generational group.

Time Commitment

The governing body usually meets each month for a two-hour meeting. This can change based on how much work needs to be done.

Governing body members should expect to spend up to two hours a month in meetings and 2-4 hours doing individual work. The activities may include:

- Governing Body meetings
- Prep work before meetings and action steps between the meetings
- Updates with your Proof Point Community after each meeting. (If you will be sharing a governing body role with someone, please also plan to check-in with your counterpart after each governing body meeting.)

Accessibility

- Meetings are virtual
- Meetings are scheduled based on when most members can attend.
- Closed captioning and simultaneous interpretation are included.



Compensation

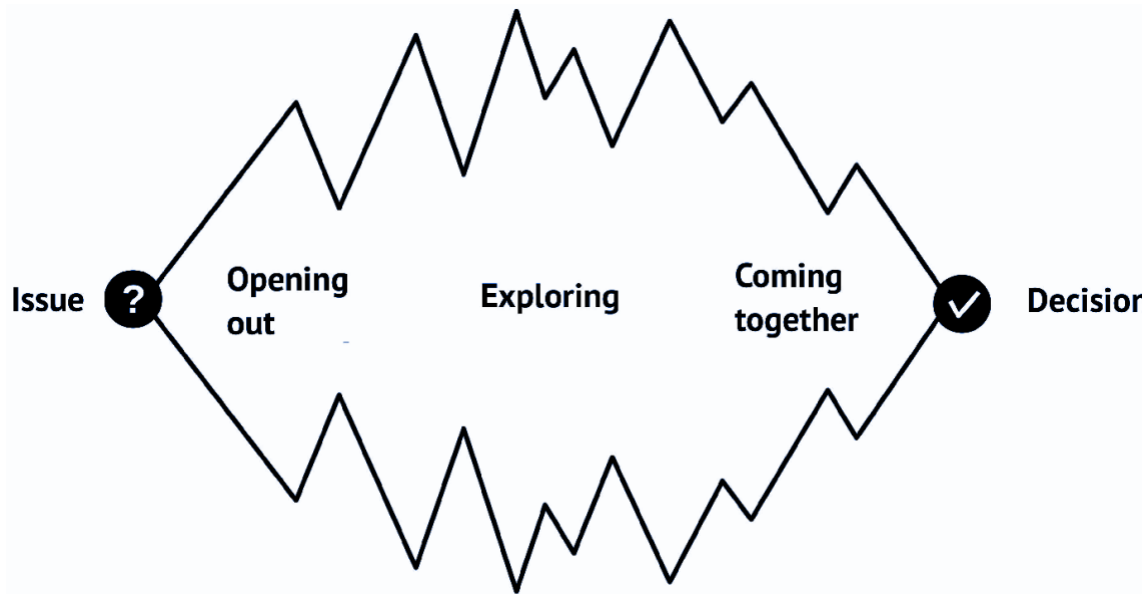
The PSP Funder Team, Family Voices and Health Leads will be sure that all governing body members are fairly compensated for the time and expertise they bring to the governance body.

- Family Leaders will receive \$125 per hour for meeting and work time.

How We Make Decisions

The governance body will use a consensus-driven decision-making process, using the Gradients of Agreement.

Consensus is a level of agreement where even those who do not agree have the time for their perspective to be heard and understood by the group, that they understand the proposal, and are prepared to support it.



Decision-making process

- Governing body members should have access to materials for the decision at least two weeks before the meeting.
 - If information is not available, the governing body will not move forward with a decision.
 - Before a decision, the governing body members can talk with their Proof Point Community about their ideas and questions about the decision.
- Discussions will be accessible.



For a decision:

AT LEAST	AT LEAST	AT LEAST
75%	80%	1
OF MEMBERS MUST BE PRESENT (or 9 of the 12 members)	(or 4 of the 5) PARENT MEMBERS MUST BE PRESENT	REPRESENTATIVE FROM EACH PROOF POINT COMMUNITY MUST BE PRESENT

When a consensus is not possible, the governing body will make a decision by majority rule.

- Members will vote with an online form after the meeting.
- Members who did not attend the meeting will be briefed before their vote.
- Members will have 3 business days to submit their vote.
- Votes will be confidential and counted by the backbone organization, Health Leads.

For a proposal to pass, it must have support from 66% (8 of 12 members) of the votes and at least 60% (3 of 5 members) of the votes by parent/family leaders.

Updating the Governance Model

The governance body will hold a mid-year meeting to discuss how the Governing Body structure is supporting PSP's goals and how the Governing Body is working at a person-to-person level.

Annual Review Process

The governance model should be reviewed, updated and approved by the Governing Body each year.

For more information

The [full governance document](#), with all the details about the participants and procedures, is also available to you.