



Initiative Structure

PSP's partnership with the five PPCs began with a 12-month planning phase for these communities to come together to identify how PSP could support social emotional development and promote early relational health. Over the 12 months, each PPC attended multiple learning sessions to understand strengths, areas of improvement, and goals across each community. In addition, four technical assistance sessions were held to support the planning and co-design of the Learning Community. The four technical assistance focus areas were chosen based on the needs of the PPCs, including:

- Operationalizing racial health equity
- Family Engagement in Systems Assessment Tool (FESAT) and plans for continued engagement of families
- Working together to change systems, with a focus on shared measurement and collaboration
- Changing pediatric practice equitably

In addition, the Learning Community, shepherded by Health Leads, established a shared-decision-making body and governance process for the initiative.

Shared Governance

PSP is committed to equitable collaboration with families and communities, and regards families as experts who are central to their children's well-being. During the 12-month planning phase noted above, PSP has partnered with families, practitioners, and funders to co-create a collaborative Governance Structure that centers the expertise of families and ensures those closest to the work are making the decisions.

PSP's newly established Governance Structure (i.e., decision-making process) and Governance Body (i.e., those making the decisions) is now advancing the initiative. The Governance Structure aims to guide how groups within the PSP initiative work together to ensure equitable collaboration, decision-making, support, and learning across the initiative. The PSP Governance Body provides strategic guidance and decides how PSP funding is dispersed across the PSP initiative to supplement national and community-level work. This body also makes decisions about local and national-level work that will impact national systems, policies, practices, and standards for children's social and emotional development and early relational health.

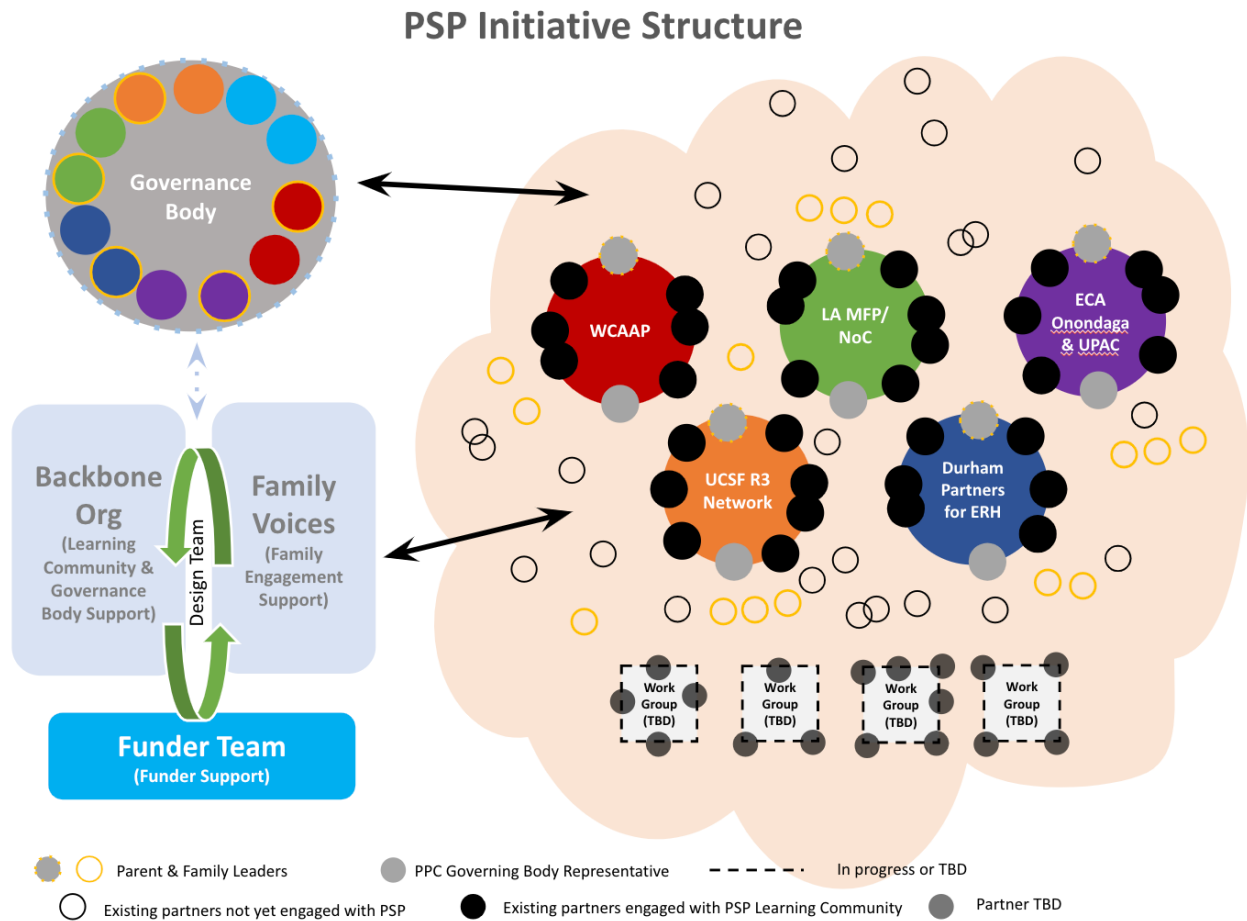
The Governance Body is composed of 12 PSP stakeholders: 1 parent of young children ages 0-5 from each community (family leaders), 1 pediatrician/frontline provider from each community, and 2 funder representatives. With five family leaders serving on the Governance Body, we believe families preferences, concerns, needs, and priorities are fairly and directly considered in developing approaches to improve children's health.

Shepherding us through this process was Health Leads which played the backbone role during the planning phase. During the planning phase Health Leads supported communities and funders, facilitated the co-creation of the Governance Structure, lead the onboarding and kickoff of the Governance Body, and supported the Governance Body with initial grantmaking. With the new Governance Structure, the Governance Body will determine the Backbone Organization for the remainder of their work together.

With the creation and design of the PSP Governance Body it was understood that this decision-making body would have an opportunity to determine the entity and role of the Backbone going forward. That has resulted in the development of this RFP.

Orientation of Partners

The following provides a visual representation of how the various bodies relate to one another.





Roles

The following table summarizes the key bodies that comprise the PSP Initiative. This information was developed during the 2022 planning year and additional details about the core functions of the Backbone Organization can be found in the documented titled Core Functions of a Backbone Organization.

Body	Overview
PSP Learning Community	The PSP Learning Community includes all five Proof Point Communities, their partners, family leaders, and the PSP funders. It also includes organizations providing technical assistance support and the backbone organization.
PSP Governance Body	The Governance Body is the primary decision-making body and will make strategic decisions about the work of PSP within, across, and beyond each Proof Point Community. Additional detail about the Governance Body membership, responsibilities, commitments, principles, and decision-making processes can be found here .
Family Leaders	Family Leaders are parents of young children who are equal partners in the work, not merely “engaged or involved” in an advisory capacity. Instead, Family Leaders serve as active participants in the PSP initiative, leading with their expert experience as parents and caregivers.
Proof Point Communities	Five local collaborative networks within PSP. The Proof Point Communities (PPCs) maintain their independent governance structures and are responsible for engaging Family Leaders and leveraging support provided by their Family Voices coaches to ensure Family Leaders are adequately prepared, onboarded, and participating.
Funder Team	The PSP funders provide multi-year commitments to PSP. The group meets independently of the Governing Body to engage with the initiative’s strategy and direction, discuss programming and recommendations, and process feedback related to PSP at the national and local levels. Two funders serve on the Governance Body and work with the PSP Project Manager to share important updates and discussion points with their funder peers. The group also supports financial sustainability efforts for the initiative.
Family Voices and FESAT Coaches	<p>Family Voices provides technical assistance and capacity building to support the PPCs in achieving their family engagement goals. More specifically, Family Voices’ role includes:</p> <ul style="list-style-type: none"> • Providing technical assistance on family engagement to PPCs. • Assisting in recruiting, training, and supporting families to engage in each of the PPCs. • Providing financial support to ensure the recognition of the expertise of Family Leaders.

Body	Overview
	<ul style="list-style-type: none"> • Providing financial support to community-based organizations, focused on referral and support for families, to partner with each PPC. • Supporting PPCs to ensure Family Leaders are onboarded and adequately prepared to participate as a Governance Body members and with the broader PSP initiative. • Developing a learning community specifically for Family Leaders that provides a space for shared learning, collaboration, and support among Family Leaders across the initiative. <p>FESAT* Coaches provide support and training to ensure PPCs and Family Leaders have the tools to ensure meaningful family engagement in PSP.</p> <p><i>*Family Engagement in Systems Assessment Tools (FESAT)</i></p>
<p>Backbone Organization</p>	<p>During the planning year, the Backbone Organization provided technical assistance to the PSP Learning Community, Governance Body, and the individual PPCs. In addition, it staffs the Governance Body. The role of the backbone organization includes activities such as:</p> <ul style="list-style-type: none"> • Supporting communication flows within and across the Governance Body and Learning Community • Staffing the Governance body <ul style="list-style-type: none"> ○ Meeting scheduling, sending pre-work 1-2 weeks in advance of meetings, following up as soon as possible with meeting minutes and next steps to keep the Governance Body up to date about new priorities and opportunities. ○ Working with Governance Body members to design meetings that foster collaboration, engagement, and intentionally avoid perpetuating structural harms. ○ Supporting and facilitating decision-making, feedback, and review processes among the Governance Body • Facilitating equitable and flexible meeting spaces for the Learning Community and Governance Body, including methods to enable Family Leaders to participate fully (provision of meals, transportation, childcare, interpretation services, etc.) • Supporting and facilitating learning and updates • Communicating transparently about processes, decision-making, power, and next steps. • Offering multiple engagement mechanisms and ways for people to make their voices heard <p>Additional details about the key functions of the backbone organization can be found in the document titled Core Functions of a Backbone Organization.</p>

Body	Overview
Design Team	<p>The Design Team is a body composed of representatives from the Backbone Organization, Family Voices, and the PSP Project Manager. The Design Team supports and drives the co-creation process of what is needed to support the collaborative bodies of PSP (i.e., Learning Community and Governance Body). The Governance Body has decision-making rights on the composition and focus of this body and the Design Team works alongside the Governance Body.</p>
Working Groups	<p>Broad issues will emerge where a sub-team approach is the best way to advance the work. While there are no existing Working Groups to date, they will likely relate to Enabling Conditions and be created in the implementation years of PSP (2023 – 2025) and based on Governance Body’s decisions. Enabling Conditions are the issues that when addressed, could catalyze or accelerate progress overall for PSP. Prior examples from PSP work include:</p> <ul style="list-style-type: none"> ● Financing & Reimbursement Policies ● Integrated Technology and Screening ● Measurement ● Training and Professional Development <p>PSP Working Groups will bridge local and national work and they will allow for information and learning to be shared and advance change at the local and national levels.</p> <p>Working Groups will likely be composed of local PPC members and PSP partners engaged for their expertise and work in a given area. The Governance Body will determine the design and general composition of the Working Group membership and their role and relationship to the Governance Body.</p>
PSP Project Manager	<p>The PSP Project Manager contributes support to all aspects of the PSP initiative, including, but not limited to: supporting all grantee partners, managing grants-related details, tracking the initiative’s budget, acting as an intermediary with the Silicon Valley Community Foundation (where PSP funds reside), facilitating initiative-wide communications (including publications, proposals, conference submissions, etc.), and staffing the PSP donor contributors.</p>