

Rural Health Initiative

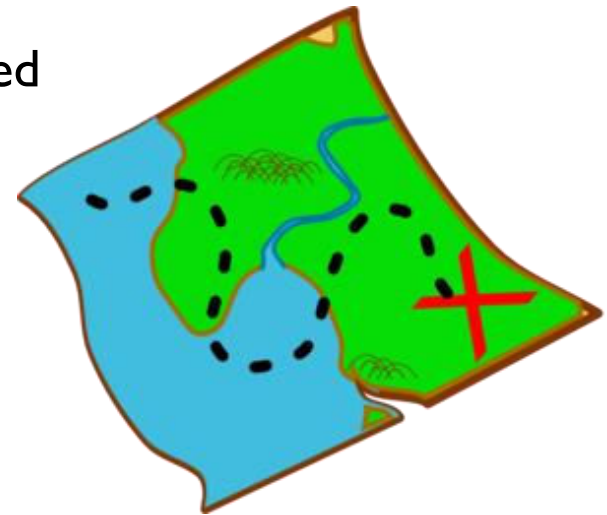



THEORY OF CHANGE

CURRENT AS OF 2/4/2016

Why Have a Theory of Change?

- Theory of Change (TOC) is **roadmap** that visually shows how we think our work will lead to our desired impact
- At an organizational level, TOC is the operationalization of the Board approved **strategic plan** and is informed by published evidence, staff experience, and advice from experts in the field
- TOC defines the **key building blocks required** to bring about a given long-term impact. This set of **connected building blocks** - impacts, outcomes, strategies, barriers is depicted on a map known as a pathway of change, change framework or theory of change

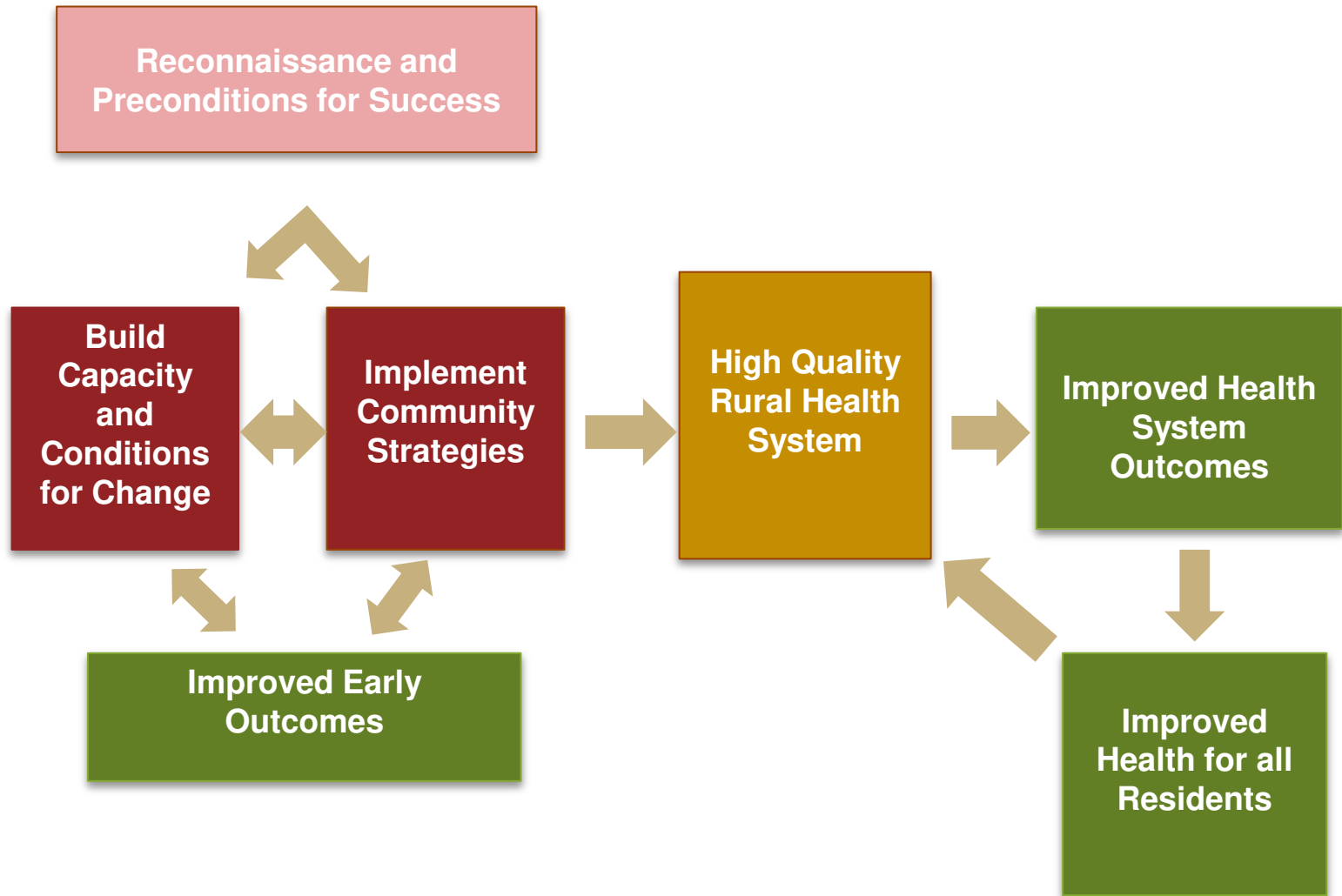




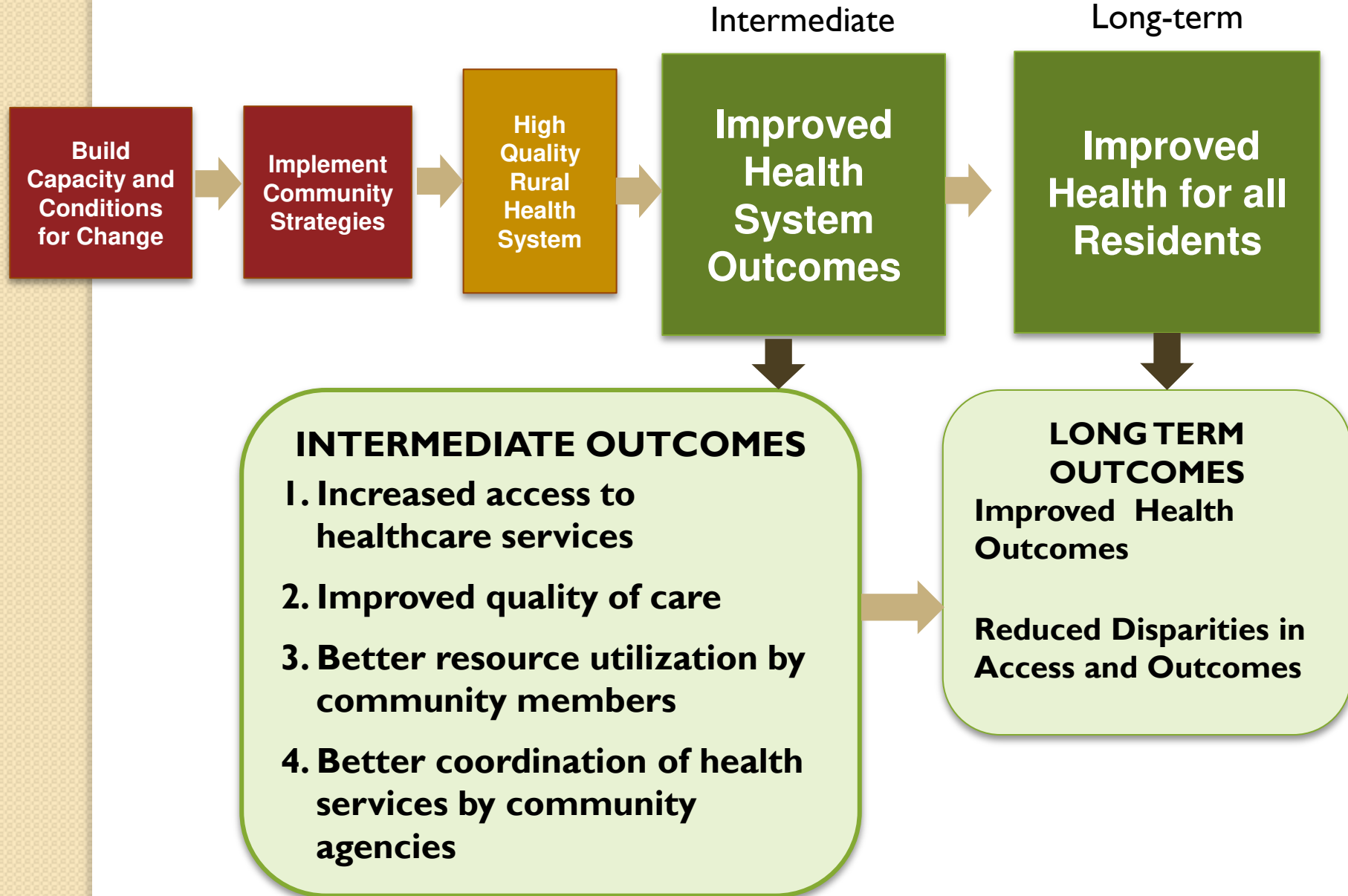
Different stakeholders, different ways of presenting your Theory of Change

- Different ways to show your theory
- How to present depends on what resonates
- Overly detailed Theories of Change are the enemy
- Use additional “layers” to share more detail
- 2nd and 3rd layers are useful for measurement and evaluation purposes

The REACH Healthcare Foundation's Rural Health Initiative Theory of Change



RHI Long Term and Intermediate Outcomes



RHI Structural and Procedural System Features



SYSTEM STRUCTURES

- Medical homes
- Navigation resources AND social svcs integration (e.g., HealthLeads)
- Care integration
- Alternatives to Fee For Service
- Emergency Room diversion
- Mid-level providers
- Outreach and education to uninsured and medically underserved
- Tele-health and other **place-based strategies**
- EHR and HIO connectivity

SYSTEM PROCESSES

- Established referral systems and warm hand-offs
- A health care “road map” for residents
- Population health processes/data
- Community members briefed regularly on **state of health** in community
- Regular **assessment of system functioning and coordinated services**
- Ongoing **data collection and feedback on resident needs**

RHI Community-Level Strategies

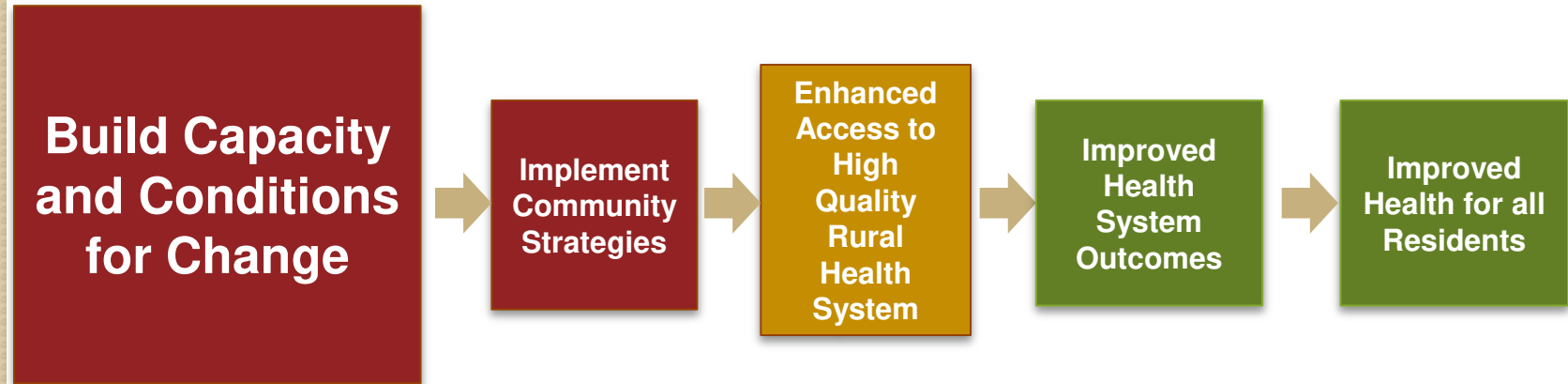


Locally defined and self-organized work groups and projects focused on system structures or processes

Coordinated interactions of community structures to support change

Mutually reinforcing activities among structures, organizations, and stakeholder groups

RHI: Establishing Conditions for Change



STRUCTURES

- Community Core Leadership Team, Backbone Organization, Working Group(s), Network of individuals and Organizations, Influential Champion(s)

PROCESSES/SKILLS

- Community informed vision of priorities and of their health system
- Effective action-driven meetings with accountability and ownership
- Communication system and strategies to engage stakeholders
- Network Approach including a culture of collaboration, self-organizing, & innovation
- Development and support of emergent leaders
- Reflective measurement and evaluation processes

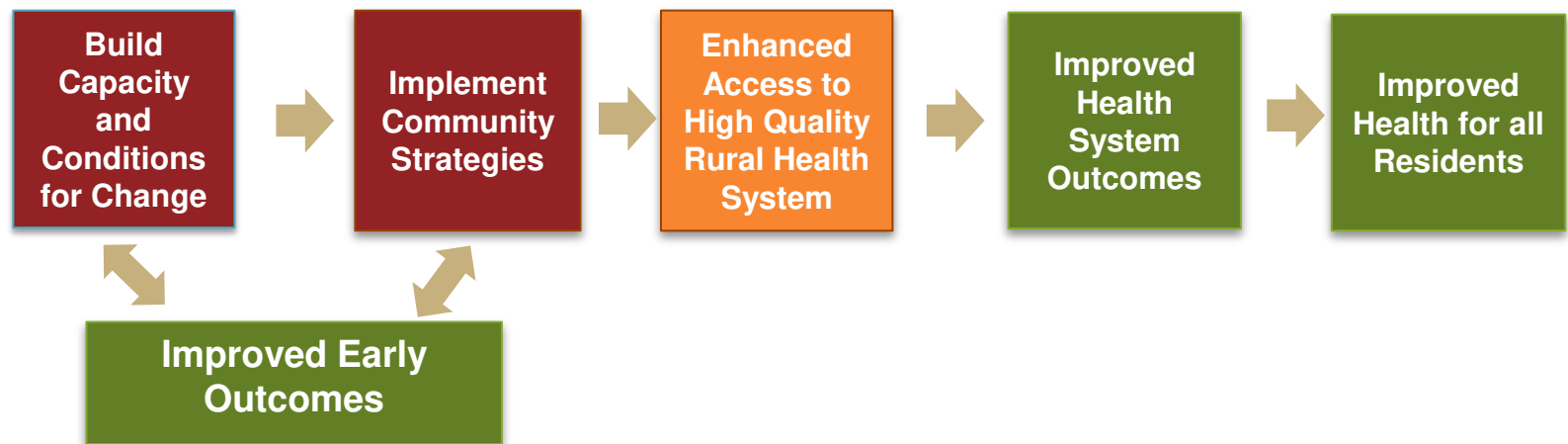
COMMUNITY ENGAGEMENT

- Grow diversity of Network within, across, and outside counties to increase participation and bring in new ideas and resources

SUPPORTS

- Resources (technical assistance, facilitation, money, training)

RHI Early Outcomes



1. Trusting, mutually-supportive relationships formed and forming
2. Network expansion and adoption of network supportive roles
3. Participants' values and behaviors demonstrate increased collaboration, inclusivity, innovation orientation, and self-initiation/organizing
4. Individual and organizational skills strengthened in:
 - Adapting to new network leadership requirements,
 - Identifying and supporting emerging leaders,
 - Project management,
 - Communication,
 - Diverse and inclusive network connections,
 - Resource development and sustainability
5. Measurable progress toward new capacity and project goals

RHI Reconnaissance and Pre-conditions for Success

Reconnaissance and Preconditions for Success

Readiness assessment to determine existing will and capacity to implement

Understanding of the historical context, traditions and relationships

Resources – funding and technical assistance to initiate and sustain the will to implement during the early phase



For More Information

For more information about the RHI Theory of Change, see the overview on the RHI Evaluation or contact:

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