



Bid Waiver Form

Revised 04/2021

Short Description of Goods/Services	Workforce Resilience Project	Total Cost	\$100,000
--	------------------------------	-------------------	-----------

Vendor Name	Alia Innovations	MUNIS #		Req #	
--------------------	------------------	----------------	--	--------------	--

Purchasing Officer	Pete Patten	Date	7/5/2022
Department	DCDHS-CYF	Email	stacker.martha@countyofdane.com
Name	Martha Stacker	Phone	608-331-6167

A VENDOR QUOTE MUST BE ATTACHED TO THE WAIVER FOR APPROVAL

Provide a detailed description of the goods/services intended to be purchased:

DCDHS-CYF Division seeks the specific child welfare services of Alia Innovations. Alia project work focuses on partnering with early adopters and or innovators in the field of child welfare to dramatically improve outcomes for staff, youth and families, and to create meaningful, sustainable change. Alia guides and support courageous child welfare leaders on the forefront of systems change who are building a movement to preserve the family connections needed for lifelong success.

Alia developed a guide that outlines five phases for designing and implementing primary prevention in a system, Building Your UnSystem: The Phases of Change to Primary Prevention. These phases have been distilled through the existing literature on workforce resilience and systems change, and tap into Alia’s years of experience supporting child welfare agencies across the country who are operationalizing them in practice.

Specific and detailed description of the goods/services intended to be purchased are provided in the vendor quote attached to the waiver for approval consideration.

Deliverables specific to CYF and other subsets of the DCDHS based on The Phases of Change to Primary Prevention:

- 1 day virtual Breakthrough Strategy Session
- 60 virtual Workforce Resilience Group Sessions
- 24 hours virtual Leadership Strategy & Support
- 12 hours virtual Leadership Coaching
- 2 virtual Trainings/Workshops (up to 500 staff at the department level)
- 24 virtual Microlearnings

Total: \$100,000

The services outlined within this waiver would be performed December 1, 2022 through December 29th, 2023.

Send to a Purchasing Officer Once Completed



Bid Waiver Form

Revised 04/2021

Procurement Exception List

- Emergency Procurement
- Unique and specific technical qualifications are required
- A special adaptation for a special purpose is required
- A unique or opportune buying condition exists
- Only one vendor possesses the unique and singularly available ability to meet the Department's requirements

Provide a detailed explanation as to why the competitive bidding (RFB/RFP) process cannot be used. Also provide a detailed justification in relation to the Procurement Exception(s) chosen:

DCDHS-CYF is in need of utilizing this specific child welfare service more than initially expected as CYF have found the services being provided by Alia to other various CPS and or YJ departments/divisions in Wisconsin and around the country to be highly effective. CYF has experienced high staff turnover and CYF/PEI have identified conducted Energage survey needs specific to staff culture, improvement and retention outcomes. There is also a recent increase in out of home care (OHC) in Dane Co. - specifically families of color as racially disproportionate. Alia services have proven outcomes from child welfare entities to improved and increased staff retention/morale and reduced OHC of children (foster care, etc.). Examples are attached that include Wisconsin county child welfare departments are in the attached and evidence based outcomes in the Final Alia Year Two Co-Hort Case Study which is a unique service.

A Bid Waiver to obtain the level of specialized services needed in order to maximize the use in the best interest of CYF/PEI staff and to support children in their parental homes is required and unique to this service provider of child welfare.

Bid Waiver Approval (For Purchasing Use Only)

Under \$37,000 (Controller)

\$37,000+ (Personnel & Finance Committee)

Date Approved:

Send to a Purchasing Officer Once Completed

Workforce Resilience Project Proposal
 (12 months)

<p>Breakthrough Strategy Session</p> <p><i>Delivered virtually</i></p>	<p>1 Day (5 hours per day) Strategy Session facilitated by Alia (hosted virtually)</p> <p>Individually tailored to meet your specific needs, we will ask key questions and push your thinking through the lens of innovation to take your toughest challenges and help you find <i>breakthrough</i> solutions. This highly interactive session will serve to inspire and clarify a shared vision of your future direction. It will serve as a pivot point to gain alignment and resolve amongst your leadership team to power the next steps of strategy and practice, together. It will support your leadership team as you lay the groundwork for transformational change efforts.</p> <ul style="list-style-type: none"> Includes a 2-4-page report summarizing key concepts, core ideas, agreements, and next steps
<p>Workforce Resilience Groups</p> <p><i>Delivered virtually</i></p>	<p>5 Monthly Workforce Resilience Groups delivered virtually (50 min sessions per group per month – up to 5 groups per day)</p> <p>Workforce Resilience Groups help to heal past wounds, build capacity for change, and fortify your team for the work ahead. These voluntary Groups meet monthly and are comprised of 2-10 self-selected peers (no supervisor/supervisee mixes). The Workforce Resilience Group curriculum provides a deeper understanding of the parallel process of individual, collective, and organizational wellbeing and resilience. This work improves organizational group dynamics and equips the workforce with the tools to achieve and maintain wellbeing, while minimizing the impact of secondary traumatic stress, burnout, and turnover. Through this work, Groups will build capacity in their readiness for change to improve outcomes for the communities they serve.</p> <ul style="list-style-type: none"> Includes monthly report—developed using a Grounded Theory Research approach—with themes and de-identified quotes
<p>Leadership Strategy & Support</p> <p><i>Delivered virtually</i></p>	<p>12 sessions (2 hours) delivered virtually</p> <p>Monthly Leadership Strategy Session</p> <p>1 hour delivered virtually once per month</p> <p>Leadership Strategy Sessions build trust, cooperation, and shared vision amongst the leadership team. Including Supervisors is recommended. Time together includes Alia-developed, structured strategic leadership conversations and activities, change management strategies, and consultation. Consultation includes organizational resilience and wellbeing, building coalitions inside and outside of the agency to help support change efforts, anticipating and addressing common barriers and pushback, and sharing innovative strategies from other states and jurisdictions to keep children and youth safely with their families. Each month, activities evolve based on the previous month’s challenges, insights, and conversations to build increasing unity, trust, efficiency, and performance as a team.</p> <p>[10 min break between]</p>

<p>Leadership Strategy & Support (cont)</p> <p><i>Delivered virtually</i></p>	<p>Monthly Dear Leaders Learning Circle</p> <p>1 hour delivered virtually once per month</p> <p><i>Dear Leaders Learning Circles</i> create an opportunity for a collaborative experience with leaders who are ready to be on a journey toward sharing power with lived experts (parents, youth) to influence their system to become more responsive and accountable. Shifting systems begins with shifting the mindsets and behaviors of the people working within the system. To that end, we will delve into five principles that can support authentic engagement, building trusted relationships, and redesigning the system with families at the center. Through the process, you will find yourself challenging your own perspective. This is exactly where you need to be to shift your system away from itself and toward the very reason it exists....the families in your community.</p>
<p>Leadership Coaching</p> <p><i>Delivered virtually</i></p>	<p>1 Leaders – 30-min delivered virtually twice per month (3 hours total per month)</p> <p>Leadership Coaching consists of 30-minute, one-on-one phone calls with leaders to focus on advancing a leader’s growth and development in the areas of leadership fortitude (including protecting and preparing changemakers for the pushback to change); executive/leadership wellbeing; creating a healthy organization; creating an anti-racist and wellbeing-focused culture; healthy boundaries and balance; developing personal resilience; creating organizational resilience; and other topics that influence a leader’s ability to make transformational change in their agency.</p>
<p>Trainings & Workshops</p> <p><i>Delivered virtually</i></p>	<p>Two 90min – 2hr training/workshop delivered virtually</p> <p>Trainings/workshops provide leaders and/or staff with a foundational introduction to the key concepts of trauma, resilience, wellbeing, change management and anti-racism and an opportunity to gain new knowledge and insights. A list of trainings and workshops can be provided as requested.</p> <ul style="list-style-type: none"> • Up to 500 people per training/workshop • Time limited access to recordings of each training can be provided upon request
<p>Microlearnings</p> <p><i>Delivered virtually</i></p>	<p>2 per month</p> <p>Microlearnings are brief (15-minute) “TED-Talk style” workshops delivered virtually. They are intended to reach a large audience in a low time commitment manner/adult learning format. Topics include all aspects of individual and organizational health and wellbeing, equity, and anti-racism. Participation is voluntary and open to all agency staff, regardless of participation in other services.</p>
	<p>Deliverables:</p> <ul style="list-style-type: none"> • 1 day virtual Breakthrough Strategy Session • 60 virtual Workforce Resilience Group Sessions • 24 hours virtual Leadership Strategy & Support • 12 hours virtual Leadership Coaching • 2 virtual Trainings/Workshops • 24 virtual Microlearnings <p>Total: \$100,000</p> <p>Additional consultation beyond the proposed scope can be added at: \$500/hr (Leadership Coaching) or \$1,000/hr (group consultation); if applicable, travel is billed at actual travel costs per person</p>

We place significant value on our partnerships and Team Alia is very interested in working with you to create a proposal that meets your needs. Please contact us to discuss these options or others you have in mind.

For more information please contact:

Chelsea Heath | chelsea@aliainnovations.org | 612.418.5897

www.aliainnovations.org

