



Applying the Six Phases of Policy, Systems, and Environmental Change

How do you get started in your organization or community?

This fifth and final *Action Learning Brief* provides simple action steps and resources to help organizations and technical assistance (TA) providers learn how to adopt policy, systems, and environmental (PSE) change. The following table aligns online or in-person national resources to each phase and proposed action steps. For more information and training on how to address PSE change for sustainability, visit <https://illinoisprc.org/>.

PHASE	ACTION STEPS	GUIDES, TOOLS AND RESOURCES
ONGOING	<p>Strategic and systems thinking</p> <ul style="list-style-type: none"> Identify connections among partners, people, neighborhoods, organizations, municipalities, counties, and states <p>Engagement</p> <ul style="list-style-type: none"> Undertake continuous conversations, formal or informal, with new and current partners <p>Conduct Continuous Quality Improvement (CQI)</p> <ul style="list-style-type: none"> Develop CQI systems to assess progress and promote learning 	<p>Strategic and systems thinking</p> <ul style="list-style-type: none"> Kansas Leadership Center: https://kansasleadershipcenter.org/ Public Health Learning Network Navigator: https://www.phlearningnavigator.org/ <p>Engagement</p> <ul style="list-style-type: none"> Tamarack Institute: https://www.tamarackcommunity.ca/ Community ToolBox: https://ctb.ku.edu/en <p>CQI process</p> <ul style="list-style-type: none"> Public Health Learning Network Navigator: https://www.phlearningnavigator.org/ Community ToolBox: https://ctb.ku.edu/en
PHASE 1 Strategy Development	<ul style="list-style-type: none"> Assess organization and/or community needs Develop a partner structure, such as a coalition or collaborative Develop a theory of change about how activities will lead to impact Develop a strategic plan Train partners on the strategic approach and actions needed 	<p>Assessment tools</p> <ul style="list-style-type: none"> Environmental Scanning: https://www.top-training.net/ Community Toolbox: https://ctb.ku.edu/en <p>Develop a partnership structure</p> <ul style="list-style-type: none"> Public Health Learning Network Navigator: https://www.phlearningnavigator.org/ Community ToolBox: https://ctb.ku.edu/en <p>Theory of Change</p> <ul style="list-style-type: none"> Theory of Change: www.theoryofchange.org <p>Strategic planning</p> <ul style="list-style-type: none"> Institute for Cultural Affairs (ICA): https://www.top-training.net/top-strategic-planning Community ToolBox: https://ctb.ku.edu/en/developing-strategic-and-action-plans
PHASE 2 Expand Engagement and Begin Adoption Planning	<ul style="list-style-type: none"> Assess decision-making structures, policies, and protocols for ways to expand beyond the original policy, systems, and environmental (PSE) change to make health and equity a part of the entire organization Develop communication plan including messages and platforms 	<p>Decision-making structure</p> <ul style="list-style-type: none"> Midwest Academy: http://www.midwestacademy.com/ <p>Develop a communication plan</p> <ul style="list-style-type: none"> Community ToolBox: https://ctb.ku.edu/en

PHASE	ACTION STEPS	GUIDES, TOOLS AND RESOURCES
PHASE 3 Adoption and Initial Implementation	<ul style="list-style-type: none"> Finalize materials, talking points, and prepare expert testimony Provide training on the PSE change 	<p>Prepare materials, talking points, and testimony</p> <ul style="list-style-type: none"> Community ToolBox: https://ctb.ku.edu/en <p>Provide training on PSE change</p> <ul style="list-style-type: none"> Illinois Prevention Research Center: https://illinoisprc.org/
PHASE 4 Implementation	<ul style="list-style-type: none"> Organize community events to maintain interest and momentum Develop a technical assistance monitoring system and evaluate the efforts 	<p>Organize Community Events</p> <ul style="list-style-type: none"> Tamarack Institute: https://www.tamarackcommunity.ca/ <p>Develop a monitoring system</p> <ul style="list-style-type: none"> Community ToolBox: https://ctb.ku.edu/en
PHASE 5 Institutionalization	<ul style="list-style-type: none"> Conduct a decision analysis of other ways PSE change can occur within the organization Expand the partnership agenda 	<p>Conduct Decision Analysis and Expand Partnership Agenda:</p> <ul style="list-style-type: none"> Midwest Academy: http://www.midwestacademy.com/ Community ToolBox: https://ctb.ku.edu/en
PHASE 6 Expansion	<ul style="list-style-type: none"> Explore collaborative leadership approaches to expand beyond one agency 	<p>Collaborative Leadership Training</p> <ul style="list-style-type: none"> Kansas Leadership Center: https://kansasleadershipcenter.org/ Tamarack Institute: https://www.tamarackcommunity.ca/

ACKNOWLEDGMENTS

This 5-part Action Learning Policy, Systems, and Environmental (PSE) change series provides evidence-informed practical guidance for organizations to apply and advance PSE change that promotes healthy living and health equity. Content for this series was developed based on results of an evaluation conducted by University of Illinois at Chicago (UIC) School of Public Health in collaboration with the Cook County Department of Public Health and supported by Cooperative Agreement 6 NU58DP005869-03 funded by the Centers for Disease Control and Prevention (CDC). The briefs are collaborative projects with the UIC Illinois Prevention Research Center and are a product of a Health Promotion and Disease Prevention Research Center supported by cooperative agreement number U48DP005010 from the CDC. The findings and conclusions in this brief are those of the authors and do not necessarily represent the official position of the CDC or the Department of Health and Human Services. For more information about the evaluation go to <https://illinoisprc.org/publications/>.

SUGGESTED CITATION

Welter C, Jarpe-Ratner E, Massuda Barnett G, Chebli P, Kite H, Geraci M, Becker A, and Hachett L. What are action steps and resources to help your organization apply the six phases of policy, systems, and environmental change? Action Learning Brief No. 005. Illinois Prevention Research Center, University of Illinois at Chicago. Chicago, IL. April, 2019. <https://illinoisprc.org/publications/>