

Team Composition Guidance

2026 Learning Journey

Selecting the right team members is an important part of the Learning Journey process. All state team members will learn new skills and tools designed to help the team reach their goals and increase their workforce capacity.

For the purposes of the Letter of Interest, it is only necessary to identify your 2 State Team Co-Leads. These people will be the primary contact for communication between your team and the Center and responsible for providing leadership for the team.

While it isn't necessary to identify the rest of your team in the Letter of Interest, it is a good idea to start thinking now about who else you would include to move your work forward. We know from experience that it takes a dedicated team of people to tackle a complex challenge. We expect that team membership will change and evolve over the course of the Learning Journey. As the work develops, internal staff, other state agency staff, family leaders, community partners, and others connected to the work might move on and off the team. You might have different teams for different parts of the work — a Leadership Team, a Travel Team, a Planning Team, an Implementation Team, and more!

If you are accepted to the Learning Journey program, you will want to consider who will join:

- **The virtual Systems Exploration Workshop:** You can invite interested stakeholders to join members of your team at this virtual workshop in **January 2026**. This is an opportunity to do a deep dive with key partners to explore the complex system surrounding your challenge and begin to identify and prioritize potential action ideas. The process works best with 5-8 individuals representing stakeholders or partners, but you can invite up to 10.
- **Your travel team (3-5 members):** In addition to your two co-leads, identify an additional 1-3 team members who are able to commit to traveling to and attending all four days of the Learning Institute in **February 2026**. Think carefully about who is best positioned to help advance your change effort. Select team members with a strong interest in learning and the ability to support change.
- **Your full team:** You can invite anyone you want to attend ongoing team meetings, join the virtual Learning Workshop series and participate in the In-State Consultation in Summer 2026. Other team members should be those most likely to provide active support to the work as it moves forward. If you are working on an externally facing challenge, you may want to work with colleagues in other state agencies (e.g., Medicaid), relevant technical experts, family leaders or other individuals with relevant experience, academic partners, local health department leaders, etc. The composition of your Full Team may change over time as the team makes progress. A unique feature of the Learning Journey experience is our ability to support cross-sector teams that can effectively advance complex change efforts.