

Solid Partnerships and Effective Collaborations

Project Directors' Consortia

August 2, 2010

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Welcome

- Our approach
- Eyes on the prize
- Introductions
- Modeling and transparency
- Parking lot
- Ground rules



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Agenda

- 9:30 – 10:30 Levels of Collaboration
- Break
- 10:45 – 11:15 Project Management vs Partnership Development
- 11:15- 12:00 Strategic Planning
- Lunch
- 1:15- 2:30 Conflict Management
- Break
- 2:45 – 3:45 Anchors and Assets
- 3:45 – 4:00 Integration and Wrap Up



Levels of Collaboration: Overview

- A bit about the levels of collaboration
- Activity 1: Examples of each level from your site
- Activity 2: Role playing moving a partner to the next level
- Sharing your examples

Levels of Collaboration

- Networking
- Alliance/Cooperation
- Partnership/Coordination
- Coalition
- Collaboration



Levels of Partnership: Breakout Activity 1

- Note Description of Activities That Occur at each level
- PDs will brainstorm with people at your table
- Develop a list of examples of how your site engaged in a particular level of collaboration
- Fill in the third column of the handout: **Examples of This Level from Your SSHS Initiative**
- 15 minutes
- Report out later

Levels of Partnership: Breakout Activity 2

- Role Play “What Do You Say or Do To Take Collaboration to the Next Level?” (in pairs)
- Pick a partner. One person assumes the role of a community partner, identifying the level that partner is on
- The other interviews the first about their participation in the initiative. The other PD then engages the PD playing the role of the partner in a conversation to help move them to the next level
- Report out strategies discussed.

The Many Hats of a PD



Brainstorm Activity

- **10 minutes**
- **Write as many skills/tasks on post it notes (make sure there is one skill/task per post it note)**
 - Skills needed to be a project director and tasks project director carries out
 - Skills needed to facilitate partnership development and tasks that a project director might carry out



I feel most comfortable...

5 minutes

1. Put your post-it notes under the appropriate sign
2. Stand under the sign where you feel most comfortable
3. Share any “Aha’s”



Discussion

10 minutes

1. What would be a project management response?
2. What would be a partnership development response?



Vision Setting

- A vision statement
 - Generates a common goal, hope, encouragement;
 - Offers a possibility of fundamental change;
 - Gives people a sense of control and something to move toward together keeping your sights on the whole; and
 - Elicits creative thinking and passion.
- Activity: *tag brainstorm*
 - “In five years, our _____ will be _____”
 - Select words/key phrases that are broad and encompass all 5 elements; determine which best describe activities or objectives; build consensus and rework remaining words into two or three sentences that reflect the diverse thinking of the group.



Strategic Planning Process

- Steps to consider
 - Do you hire a consultant or ask someone to facilitate? It's very difficult for you to participate and facilitate.
 - Who needs to be part of the process? Is it just the CMT, or all stakeholders?
 - Needs assessment – start at the poles – where you are now and where you want to be (your vision). Identify the gaps in between.
 - Plan your activities,
 - Prioritize them,
 - Plot them out on a timeline (continued next slide)



Strategic Planning Process, cont.

- Decide which people will be responsible for each activity
- Articulate your outcomes, are they sustainable?
- Questions to ask as you move through the process:
 - Do we have the resources (people, time, money)? What do we need? How will we get it?
 - Do current policies support or hinder our work? What needs to change? How will we change it?
 - Are all 5 elements addressed? Which need work/focus?
 - Others.....
- Be solution oriented!

Strategic Planning Activity

- Using the vision the group created, and referring to the process just discussed, how would you design a strategic planning process in your community?
- *In a sequential fishbowl, each group takes a step and discusses how you would go about developing the content for your strategic plan while others listen, then have a short time for comment; then the next group takes a step. Consider the steps from a project management and from a partnership development point of view.*



Conflict Management

- Conflict is the result of struggles in the partnership due to different interests, perception of ownership, leadership styles, availability and distribution of funds, difference of opinion and/or perception of values, and many other reasons.
- Conflicts are natural and should be expected.
- There are multiple processes to effectively deal with conflicts and building capacity via skills development for conflict management will ensure a stronger partnership.

Conflict Management

- Increased understanding: The discussion needed to resolve conflict expands people's awareness of the situation, giving them an insight into how they can achieve their own goals without undermining those of other people.
- Increased group cohesion: When conflict is resolved effectively, team members can develop stronger mutual respect, and a renewed faith in their ability to work together.



Conflict Management

- Improved self-knowledge: Conflict pushes individuals to examine their goals in close detail, helping them understand the things that are most important to them, sharpening their focus, and enhancing their effectiveness.
- Thomas and Kilmann's styles are: competitive, collaborative, compromising, accommodating and avoiding.
- http://www.mindtools.com/pages/article/newLDR_81.htm



Fishbowl Activity

15 minutes

1. Identify a conflict that is affecting your partnership
2. Identify four partners that will discuss the conflict and how it is affecting their community
3. The group inside of the fishbowl will discuss potential conflict management solutions and will ask additional members (i.e., evaluator, administrative assistant, teacher) for their input about the conflict
4. Present three potential strategies to deal with it.



Conflict Management

10 minutes

The group outside of the fishbowl will provide constructive feedback:

What did work? Why it worked? Where were they (inside fishbowl group) “stuck”? What was not helpful? How else could have they discuss and address the conflict?

Should people discuss a process for conflict management before it happens? Is it in place for some?



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Anchors & Assets

Creating an Inclusive Process in Partnerships & Collaboration



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Your SS/HS Logic Model

- Needs/gaps
- Goals
- Element(s)
- Objectives
- Activities
- *Partners (Internal/External)*

The Color of America is Changing *again*

• White (non-hispanic)	198.7 million	65.9%
• Latino/Hispanic	45.5 million	15.1%
• African-American	40.0 million	13.2%
• Asian American	15.3 million	5.0%
• American Indian- Alaskan Native	4.5 million	1.5%
• Native Hawaiian- Pacific Islander	1.0 million	.3%
People of Color	>106 million	35.1%



Disparities of ethnic populations

- Disproportionate representation of youth of color:
 - Out-of-home placement;
 - Juvenile justice involvement;
 - Living in poverty;
 - Poor academic achievement (low graduation rates, student retention, test scores);
 - Poor health; lower life expectancy



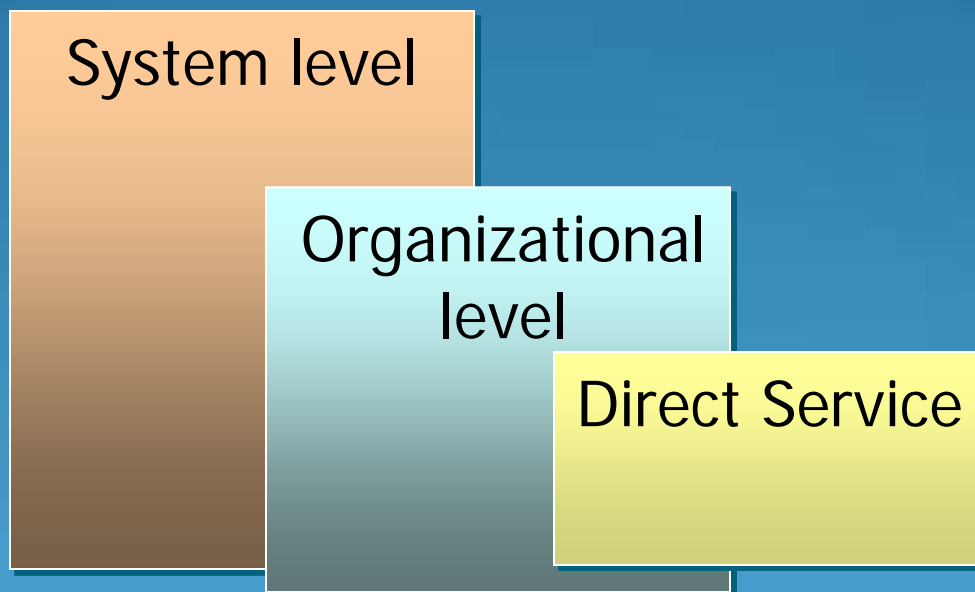
Challenges to engagement

- Cultural communities often excluded or misrepresented
- Historical mistrust of government/programs
- Rural/urban context
- Limited technological capacity
- Limited financial resources
- Language barriers
- Communications/marketing messages do not resonate with cultural communities



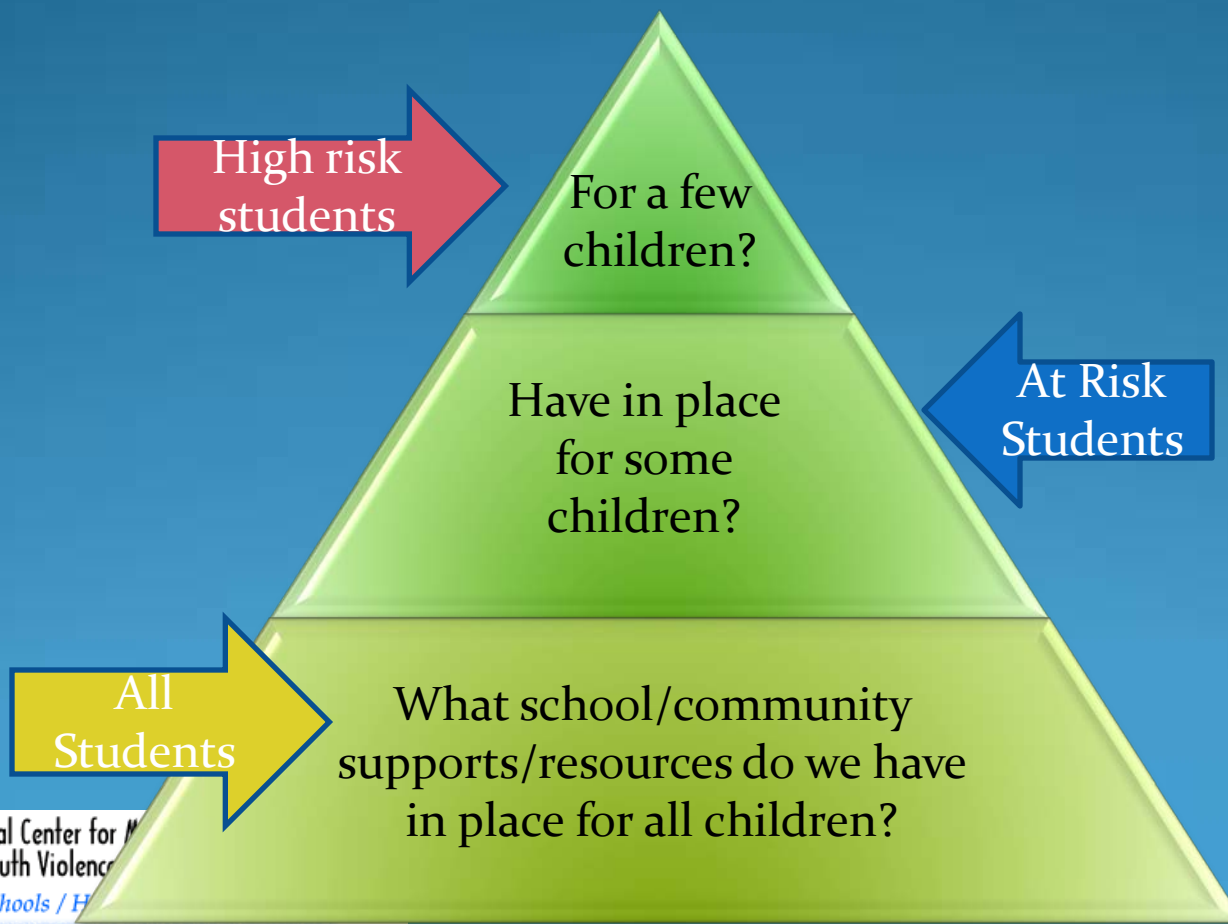


Focus of Change





Prevention Model: A Framework for Resource Mapping



Ecological Framework

- Child/Family Centered
- Historical
- Values
- Contextual
- Transactional

Anchors & Assets

Resiliency -Protective Factors of cultural communities (sub-populations).

- **Protective Factors**

- life events, experiences, or individuals that can reduce, moderate or eliminate the effect of exposure to risk factors.

- **Recovery Factors**

- Those supportive elements that work in concert with protective factors to restore or enable families to function at their optimal level



Families Under Stress: What Makes Them Strong?

General Resiliency Factors

- *Family problem-solving communication*
- *Equality*
- *Spirituality*
- *Flexibility*
- *Truthfulness*
- *Hope*
- *Family hardiness*
- *Family time and routine*
- *Social support*
- *Health*

Source: I. H. McCubbin, et.al,
1997



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Youth resiliency

- Positive cultural identity-affirmation
- Caring adult
- Affirmative educational experience
- Family/kinship connections
- Circles of support-community
- Opportunities for meaningful contribution



Partnerships

Strong partnerships involve others with shared and vested interests and goals; who understand the problems being addressed and can provide essential support.

Brainstorm-On a Note Card

Who is an Anchor or Asset in your community?

Are they being utilized?

Why or why not?

Share with the group.....



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Questions to Guide Your Thinking

- Do your partners represent the diversity of your community?
- Who is being invited?
- How are they being invited?
- Are you offering an authentic partnership (real involvement)?
- Is your decision-making process based on diverse input/agreement?

Resource Tools

- Strategic Planning Integration Tool
- Strategic Planning Integration Tool-Tribal Adaption
- Levels of Implementation Tool-Domain 9:
Partnerships



Q&A

- Light bulbs or next steps.



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Wrap up – Did you get what you needed?

- What worked
- What we can do to improve

