

FL3 Leadership Webinar



Are We There Yet?

The Partnership Continuum:
A Tool for Growing
Meaningful Partnerships in
the EHDI System

Sara Kennedy, H&V/FL3 Center



The importance of partnerships:

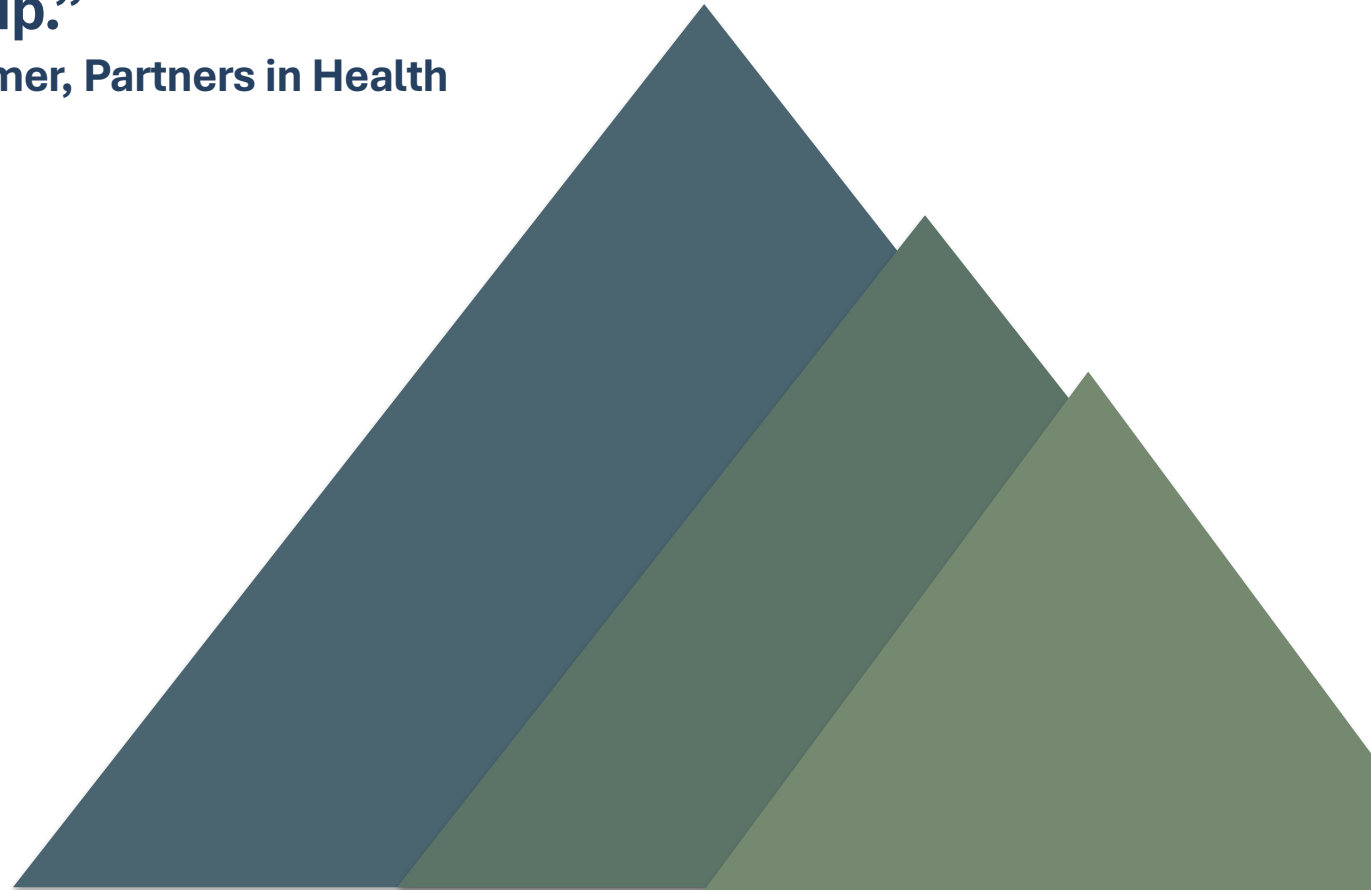
“With rare exceptions, all of your most important achievements on this planet will come from working with others—or, in a word, partnership.”

Dr. Paul E. Farmer, Partners in Health

Think of two partnerships:

One that works.

One that is hard.



Why Assess Partnerships?



S

SEE

What's really
happening



T

DISCUSS

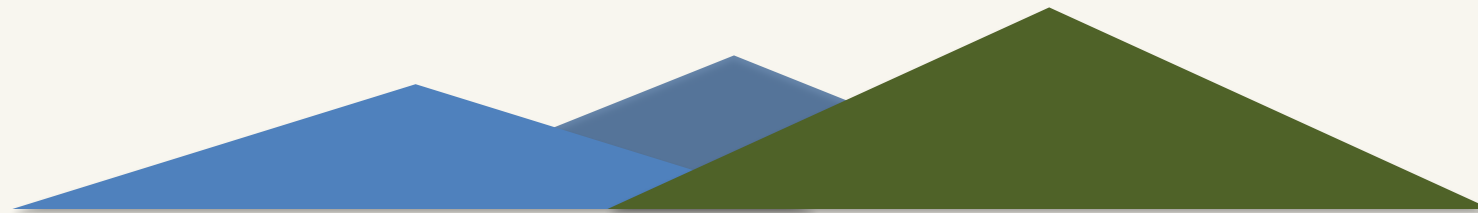
What are we noticing?



A

ACT

What's our next step?



A map, not a grade.



Coexistence Networking Cooperation Collaboration Partnership Co-Production

Increasing trust • shared power • collective impact

The question is not *“How high can we score?”*

It is **“Where are we now?”** and
“what level is right for this relationship now?”

Category	Coexistence (1)	Networking (2)	Cooperation (3)	Collaboration (4)	Partnership (5)	Co-Production (6)
(A) Awareness and Relationship Level	Family leaders, FBOs, and professionals know about each other, but don't work together.	Basic awareness, but no substantial engagement or reciprocal support.	Recognizing shared goals and interests, but no fixed or long-term relationship is implied.	Clear understanding of roles, responsibilities, and mission. Influence is emerging.	Mutual recognition of expertise and contributions. Shared values emerging.	Families and professionals co-design partnership strategies from shared values. Reciprocal support.
(B) Communication	Rare communication. Direct relationships not yet developed between family org and agency or company.	Occasional informal discussions or communication. No ongoing relationships yet.	Regular informal information sharing. Documentation may exist that cooperation is a goal.	Structured and ongoing communication. Trust built on agreed actions. Policy exists to include leaders.	Collaborative communication strategies in place. Family leaders are evident in mutual efforts.	Families and professionals jointly lead communication and training efforts in areas of joint interest.
(C) Data collection, referrals and data sharing	No data sharing or exchange.	Limited informal data exchange. Referrals are spotty.	Limited shared reporting mechanisms, parallel vs. collaborative. Referrals are not systematic.	Jointly developed data-sharing agreements through negotiation. Referrals growing from EHDl stakeholders.	Accessible data collection with family input. Universal referrals in process.	Integrated accessible data systems and analysis by both orgs. Universal referrals with support of database.
(D) Decision-Making and Representation	Family leaders not identified or involved in decision-making.	Families are occasionally recruited and provide isolated input. Family leaders have limited opportunities for engagement.	Families consulted on select decisions. Family leaders emerging on boards and committees with steady recruitment. FBOs report needs of families.	Shared decision-making structures exist, systemic recruitment and opportunities for leaders. FBOs evaluate agency efforts.	Families hold leadership roles in decisions. Risks, rewards, resources, accountability vision, ideas are freely shared. Agency is transparent and seeks families' insight.	Families and professionals share decision-making and accountability to improve systems and meet goals for families and professional stakeholders.
(E) Funding and Sustainability	No shared funding or long-term plans for sustainability.	Orgs are aware of each other's funding needs. Short-term discussions on sustainability.	Initial steps taken toward shared funding and sustainability.	Jointly managed or collaborative funding structures. Formalized sustainability planning. Funding for family leaders exists.	Sustained effort toward mutually beneficial funding structures. Partnership fully embedded in policy and practice.	Family leaders and professionals co-develop funding priorities and budgets. Co-lead sustainable systems.

<https://handsandvoices.org/fl3/fl3-docs/PartnershipContinuumHV.pdf>

Coexistence

Networking

Cooperation

Collaboration

Partnership

Co-Production

Poll Question #1



Why an EHDI-specific map?

Built (and revised) from professional and family-leader experience

Grounded in family engagement

Adapted for the EHDI landscape

Awareness and Relationship Level

Communication

Data collection, referrals and data sharing

Decision-making & Representation

Funding & Sustainability



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Poll Question #2

From the tool: Decision-Making & Representation

Working around roadblocks

- Funding gaps
- Staff capacity
- Rural/access barriers
- Administrative red tape
- Organizational silos



Partnerships aren't one-dimensional.

Partnerships can grow with intentional support
– and then can lose ground.



**Awareness &
Relationship**



Communication



**Data &
Referrals**

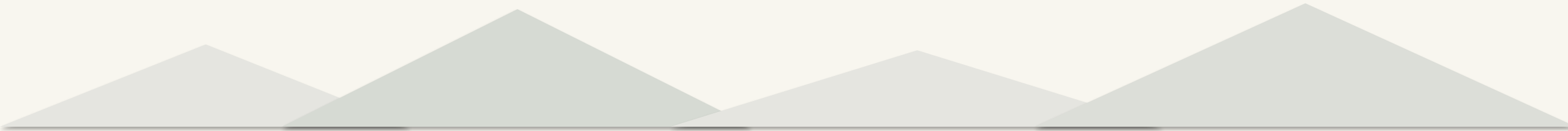


**Decision-Making
& Representation**



**Funding &
Sustainability**

A relationship can be strong in one domain and still developing in another.



Story from the Trail:

Idaho H&V: Using the Partnership Continuum



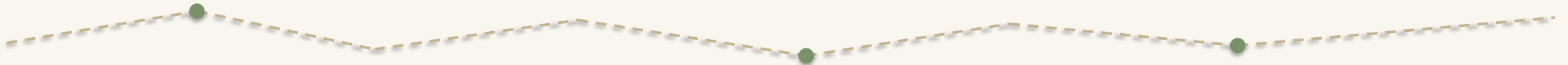
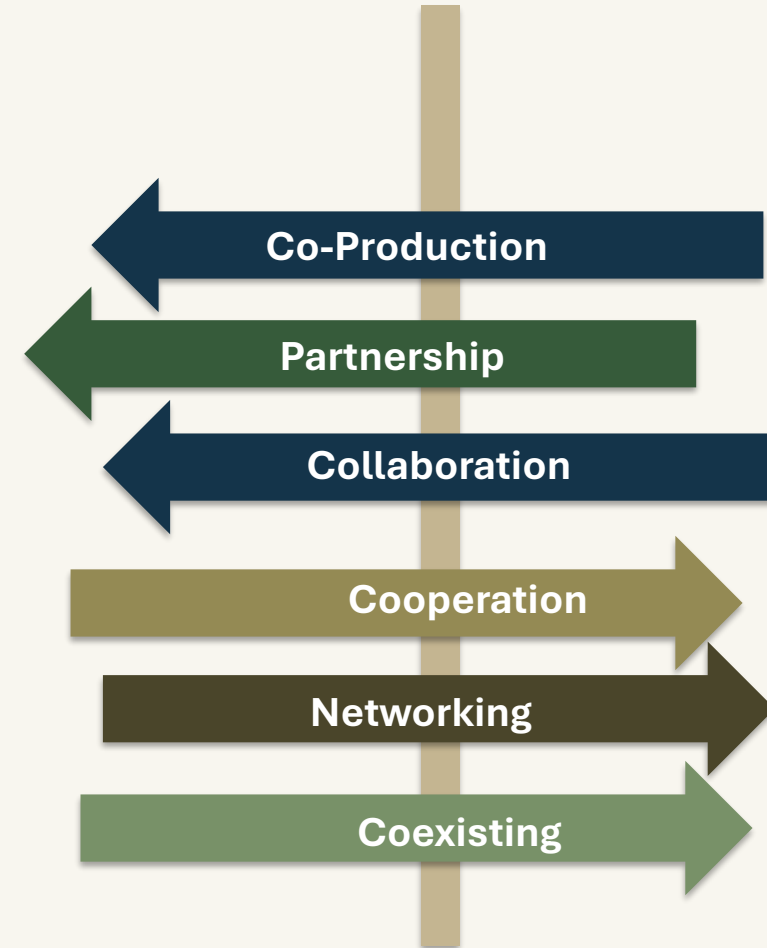
- They assessed.
- They noticed gaps.
- They chose what to strengthen.
- The partnership deepened.

“....making the conscious decision to work more, and better, together. ”
Lisa Clegg, Idaho H&V President

Not every trail leads to the same scenic overlook.

Every relationship doesn't need to reach Co-Production.

The right level depends on your goals, context, and what you're working on together.



Poll Question #3

Where does the trail get steep?

Which domain is most challenging to strengthen in your partnerships?

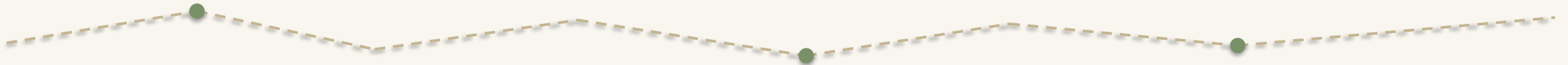
Awareness & Relationship

Communication

Data & Referrals

Decision-Making & Representation

Funding & Sustainability

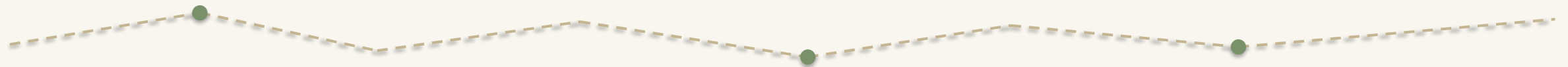


Same partnership. Different maps.

EHDI program
sees us here.



Family
organization
sees us here.



That's not failure. That's the conversation.

Stories from the Trail

How do we know if our partnership is growing?

Start with where you are...

What might move it forward?



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What's our next turn?

Use what you notice to choose one realistic next step.

Where are we now?

What are we noticing?

Where do we want to go?

What's our next turn?



Q&A: Your Turn

- Does every partnership need to progress?
- What if partners rate the partnership differently?
- Can different domains “score” at different levels?
- How often should a partnership be reassessed?



WHAT'S YOUR NEXT TURN?

The value isn't in the rating.
The value is in the conversation the rating starts.



Resources

- [Partnership Continuum](#)
- [FL3 Center TA Advisors: Reach all/any of us here](#)
- ECTA: <https://ectacenter.org/topics/earlyid/ehdi-supporting.asp>
- Blaiser, K. M. & Bargaen, G. A. (2020). EHDI system effectiveness: The impact of community collaboration. *Journal of Early Hearing Detection and Intervention*, 5(1), 54-61. DOI: <https://digitalcommons.usu.edu/jehdi/vol5/iss1/7/>

Increasing Family Support Boosts
#DeafSuccess.

National Deaf Center: Community Partnerships
Empower Families: Spotlight on Hands & Voices
June 15, 2021