

*THE COMMON
GROUND PROJECT:*

*A FRAMEWORK FOR
COLLABORATION*

A Work-in-Progress Facilitated by: Rick Hauan



Make Friends First

Introducing our Team

OPTION Schools


- **Barbara Hecht:** Past President of OPTION Schools; Director of the Clarke School program in Boston, MA
- **Maura Berndsen:** Former President of OPTION Schools; Educational Director of Listen and Talk in Seattle, WA
- **Meredith Berger:** OPTION board member; Director of Clarke School program in New York City, NY
- **Jay Wyant:** Director of Disability Services, State of Minnesota, Minneapolis, MN

CEASD

- **David Geeslin:** President elect CEASD; CEO/Superintendent Indiana School for the Deaf, Indianapolis, IN
- **Jane Mulholland:** Former Superintendent WA School for the Deaf, Vancouver, WA; former CEASD board member
- **Barbara Raimondo:** Executive Director of CEASD, Washington, D.C.
- **Ron Stern:** Former President, CEASD; Vice President, Gallaudet University, Washington D.C.




The Agenda for Today

- Get to know each other – who is here
 - Brief history of Common Ground
 - Building a framework to open dialogue
 - Guided “team work” – develop some talking points to take back to your local community or state to open dialogue
 - Report out: ONE thing you will do when you go back
 - Identify what resources are needed to open the discussion
 - Answer any burning questions
 - Adjourn
- 



Getting to Know YOU!

- Why is this collaboration important to you? Do you have an “ask” of the group?
 - What do we want to have attendees take away as a DO? -
 - Context for the discussion - Who are the stakeholders here today?
 - Public school program linkages/impacts?
 - Community perspective – NAD, AG Bell, Hands and Voices,etc.
 - Possible question “Is AG Bell involved in this collaborative?” – we are always looking for ways to have open dialogue with a broad base of collaborators.
 - Collective impact has to come from all of us-not just common ground. Can professionals in the room reach out or collaborate at their local level?
 - Can others look at our shared understandings and support them, adopt them, collaborate on them?
 - We are not trying to change each other’s minds or approach or philosophy.
 - Are children meeting their full potential with the current state of the field?
- 



*The
Journey
Commences*

*A History in
the Making*

- A meeting of 2...
- A conversation with respective organizational leadership
- A meeting set
- Atlanta, here we come! (Oct. 2013)
- Continuing the dialogue
- Strengthening local dialogue



CEASD

- ✓ Instruction in ASL/English and Sign Systems
- ✓ Primarily State Funded
- ✓ Birth- 12th Grade

→ Shared Focus

→ Excellence

→ Leadership Support

→ Leadership in the Field

→ Advocacy

→ Outcome Measures

→ Application of Research

→ Public Policy

→ Members represent specially designed programs/schools

OPTION

- ✓ Instruction in and through Listening and Spoken Language
- ✓ Independent/ Non-Profit/ Private Programs
- ✓ Primarily Birth- Early Childhood

A Framework for Change – Theory U

VOICE OF
JUDGEMENT

VOICE OF
CYNICISM

VOICE OF
FEAR



CURIOSITY

COMPASSION

COURAGE

*Levels of Change:
Creating
a
Common
Language*

Leadership Lens: Four Levels of Change

One-off
Band-Aids

1. Reacting: quick fixes

Process,
structure

2. Redesigning: roles, policies,
practices, process and structure

Collective
Thinking

3. Reframing: values, beliefs
and mindset

Source
of energy,
inspiration
and will

4. Regenerating:
sources of collective
commitment and energy



*Building
Trust
Requires
Taking a
Risk – Put
Yourself Out
There*

- Be Open
- Be Forgiving
- Offer First, ASK Later
- Find the Commonalities
- Be willing to move beyond the past – and ask if you can agree to that as you move forward
- Don't avoid wandering "off topic"
- Offer how you will agree to move the conversation forward






Some Action and Building Trust

- What do you find in common – spend some time there
- Can you expand the conversation by adding a stakeholder or two?
- Look at child and family challenges – how can you provide support to each other

T - Be Transparent
R - Be Responsive
U - Use Caring
S - Be Sincere
T - Be Trustworthy

— Hyler Bracey, Ph.D.





Listening and Figuring Out the Question

- The question is more powerful than the answer
- Be transparent – It is POWERFUL to say “I don’t Know”
- Keep it light on the first meeting DON’T be superficial
- Listen... Don’t talk...
- Ask questions and engage for a rich conversation

**Seek first to
understand and
then to be
understood.**

Stephen Covey



Have the BBQ First!

- Don't try to jump to a "to do" without having a personal relationship
- Its ok not to stay on TASK – build relationship first
- Talk about your kids or families
OPEN up dialogue – Don't just dive in!
- Don't get to caught up in JUST building relationship



What's Next

- Activity time
- We are going to break into state groups with members from the Common Ground Team
- Groups should be no more than 4-6
- Worksheets will be handed out at the table
- Check-back in 30 minutes



Opening Dialogue at Your Table

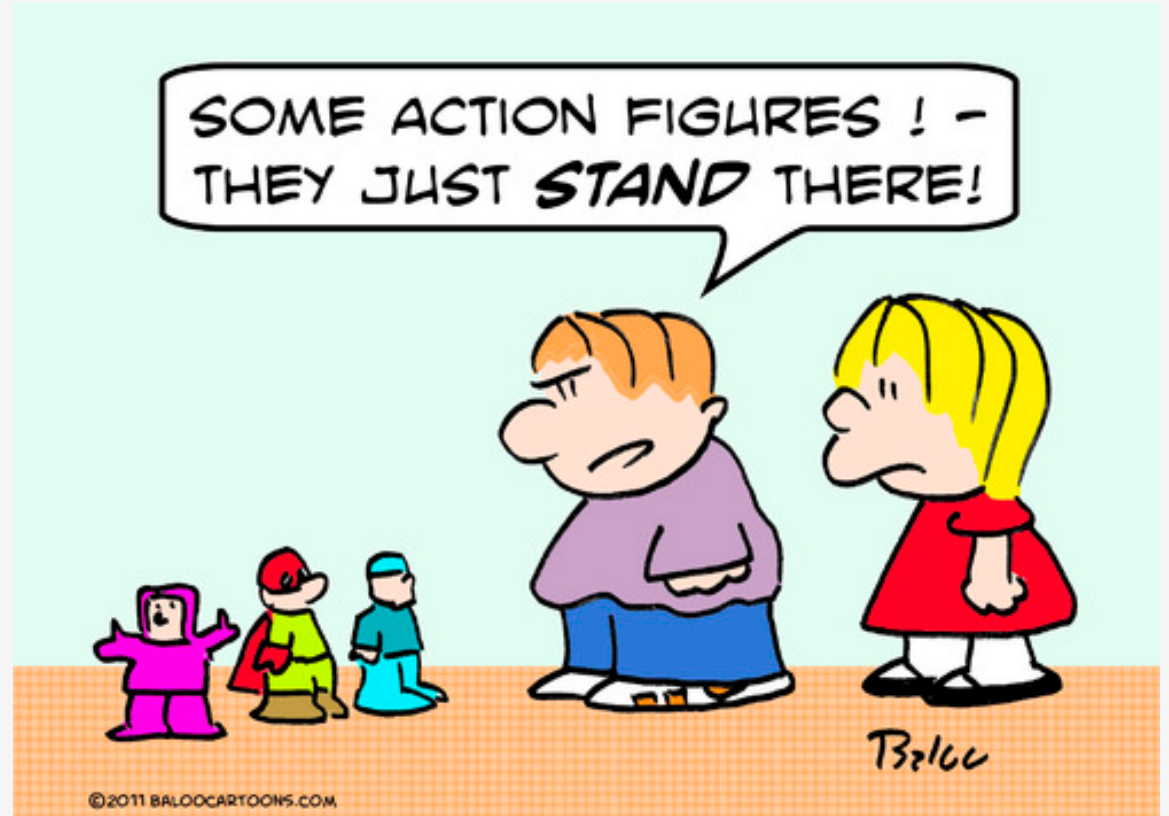


*Identify any
“Low-
Hanging
Fruit”*



*What are
One or Two
Actions you
could Do in
the Near
Future?*

- It could be just setting up a coffee time together!
- What do we all value?
- What are some of our shared goals and beliefs?



*Don't Try to
Address the
Big Topics
Yet, but you
could
Identify
One or Two.*

Do you see coffee in my hand yet?
No.
So then why are you
still talking?



your  cards
someecards.com

*Things
Change...*

*...and Then
They
Change
Again*

- Establish trust so you can broaden the discussion
- Include other leaders
- Don't wait too long to reach out to others
- When the conversation expands, expect growing pains
- Keep the momentum going



*It is Always
about
Making
Services and
Lives Better
for Children
and Families!*

Success



what people think
it looks like

Success



what it really
looks like



Contact Information

OPTION

- Barbara Hecht, Massachusetts
bhecht@clarkeschools.org
- Jay Wyant
jwyant@bitstream.net
- Maura Berndsen, Washington State
MauraB@listentalk.org
- Meredith Berger, New York
mberger@clarkeschools.org

CEASD

- Barbara Raimondo, Washington D.C.
nationaloffice@ceasd.org
- David Geeslin, Indiana
dgeesin@isd.k12.in.us
- Jane Mulholland, Washington State
Jane.Mulholland@cdhl.wa.gov
- Ron Stern, Washington D.C.
Ron.stern@gallaudet.edu

FACILITATOR

Rick Huan, Washington State
Rick.huan@cdhl.wa.gov
