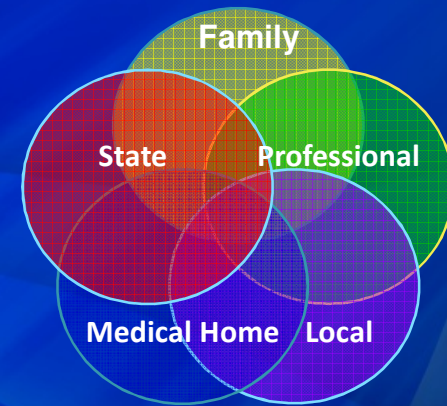


Improving EHDI Outcomes: Creating a Roadmap for Success



Establishing an Authentic
Collaborative Effort Targeting
Systemic Change

Welcome!

My hopes for this session ...



The Dynamics of Change

- Sense of urgency
- Sense of ownership
- Sense of shared purpose & direction



Strategic Planning: In the beginning . . .

- Set goals and priorities
- Identify key stakeholders & viable partners
- Map out the process for collaboration
- Establish benchmarks to determine progress

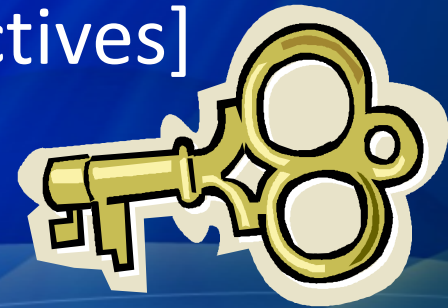


Ask yourself these key questions:

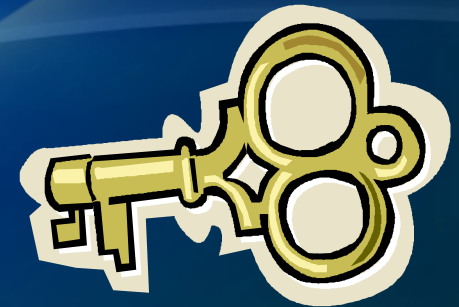
- Where are we? [data analysis]



- Who are we? [beliefs and perspectives]



- Where are we going? [common vision and goals]



Meeting Guidelines

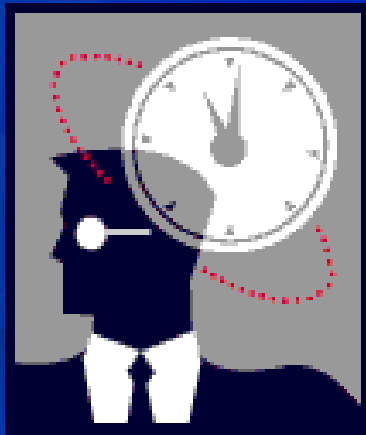
- Prepare a meaningful agenda
- Clarify roles and responsibilities
- Provide resources necessary for the work
- Distribute minutes as a record of the work



Meeting Guidelines: Establish Group Norms

- How will we support each other?

&



- How will we operate in order to maximize our time, resources and outcomes?

Meeting Guidelines: Group Norms

We will be productive by:

- Being courteous (no side conversations)
- Accepting new ideas
- Having clear, realistic & deep goals
- Being critical and open
- Being organized
- Being inclusive/valuing diversity
- Being succinct
- Being objective



The First Meeting: Establishing a Community through Commonality

- Establish the Need -- Need for Fundamental Change
- Create the Learning Environment -- Present Key Processes & Data
- Make Connections – Who are we?
 - *What should other people know about your organization/role in terms of impact for families and children?*
 - *What are the major issues that you see in your work?*

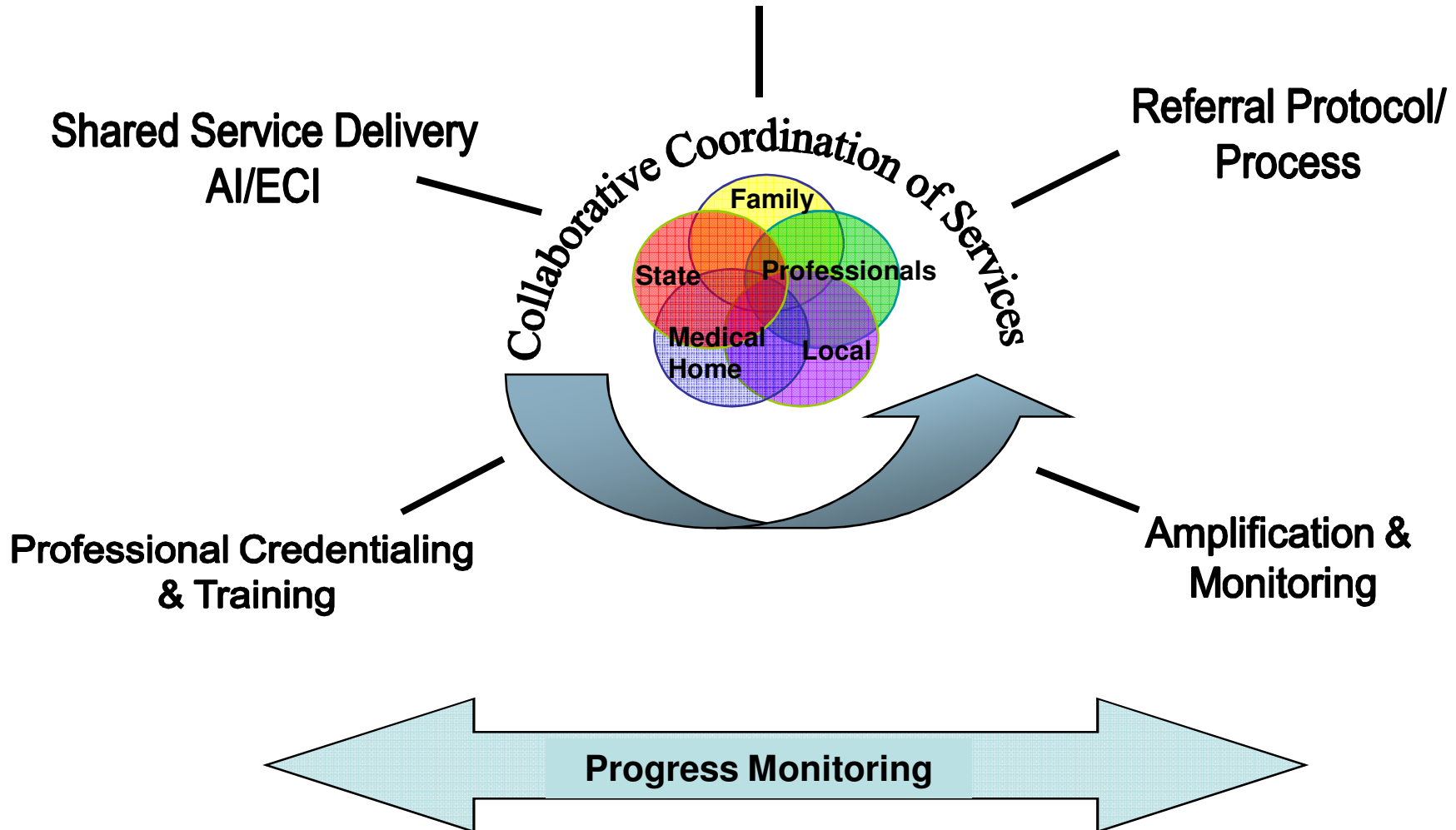
Defining the Focus



- Foundation for the work
 - Establishing the “charge” of the group
 - Guiding Principles – refer to national research, guidelines, protocols to establish these
- Beginning the work
 - Based on your role, what areas do you see yourself making the most contributions toward?
 - What other areas of focus do you have a vested interest in?
 - Develop goals, priorities, and actions needed to achieve desired outcomes

Texas Deaf & Hard of Hearing Leadership Council: Birth to Three

Parent Involvement & Family Support



**Deaf and Hard of Hearing Leadership Council:
Birth to Three
*Action Plan***

Committee _____ Committee Chair _____ Start Date _____
End Date _____

Committee Members _____

Committee Members _____

Committee Members _____

Committee Members _____

Evaluation: Products presented @ next meeting

Area of Priority:

Assumption of Need (What is the current situation?)	Desired State (What do we want to accomplish/improve?)	Action (What needs to happen?)	Person(s) responsible? (Who?)	What CHALLENGES exist?	What RESOURCES/ OPPORTUNITIES exist?

Group Roles

- **Facilitator**



- **Recorder**



- **Thinker**



Group Share

- We are most excited about . . .
- We are wondering about . . .
- We still need . . .



Subcommittees: Action Plan Development

- Incorporate new ideas
- Make adjustments
- Determine needed data



Honoring the Work of the Group: Strategies for Success

- Keep the momentum moving forward
- Celebrate success along the way
- Listen and respond to feedback
- Follow through on stated goals and timelines
- Keep multiple avenues of communication
- Use data in the decision making process
- Use technology to stay connected
- Keep your eye on the prize!

Lessons Learned

- We have more in common than we realize – we are more alike than we are different
- Group dynamics are best respected in a trusting atmosphere
- Sometimes the work will be hard
- Patience is a virtue
- Synergy is possible

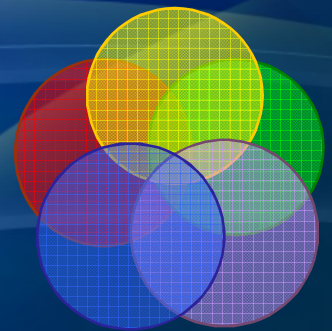


Reflection

**What was the most important thing
about being together?**



*"Start by doing what's necessary,
then what's possible, and
suddenly you are doing the
impossible."*



Presenter Information

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