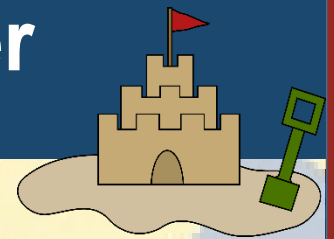


**26<sup>th</sup> National Indian Head Start Directors  
Association Conference  
June 7, 2016  
Washington, DC**

**Head Start-Child Care: Digging Deeper-  
Building the Castle Together**



***Presented by:***

***The National Center on Tribal Child Care  
Implementation and Innovation***

***Patty Brown, Technical Assistance Specialist for Partnerships***

# Session Objectives

Participants will increase knowledge and skills in:

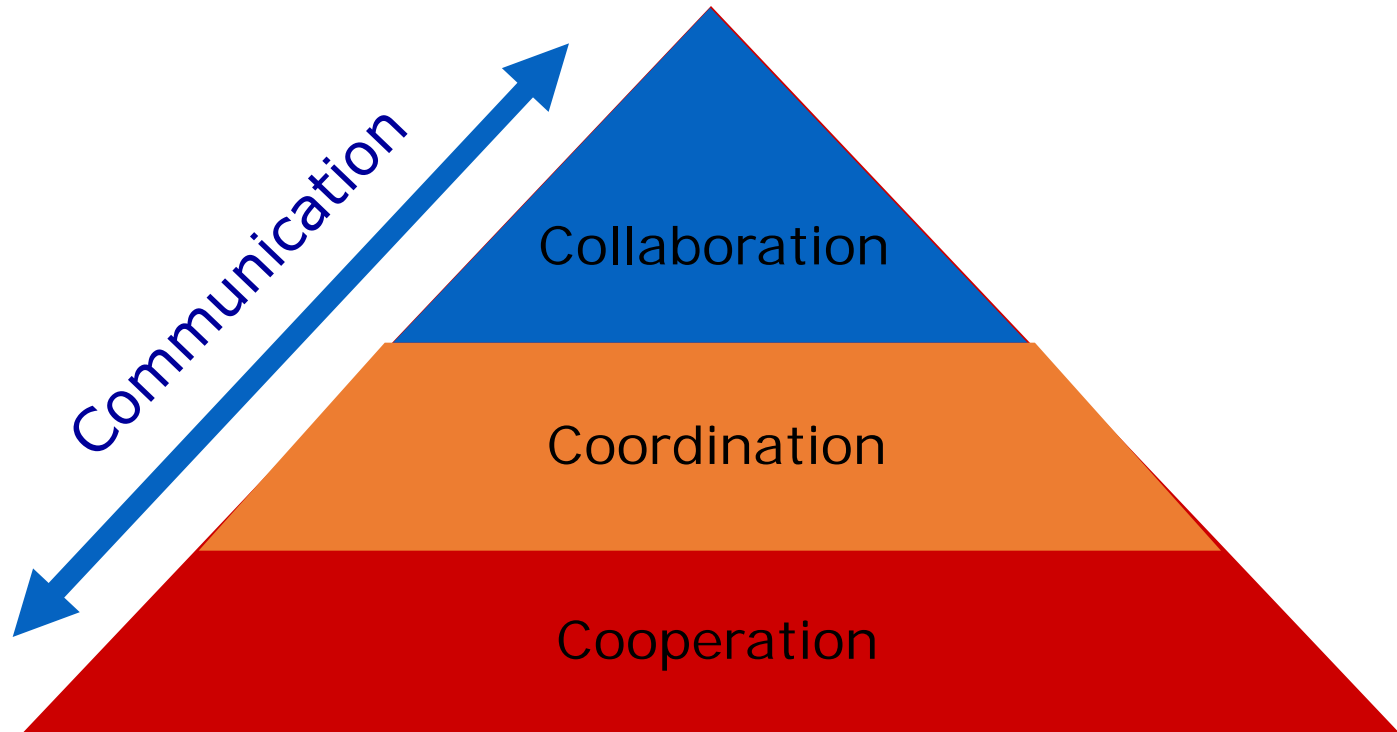
- Basic partnership principles
- Communication Styles
- Identifying partners
- Creating a joint mission statement
- Making a plan together



# Basic Partnership Principles

- Everyone needs to be heard
- Everyone has strengths
- Judgments can wait
- Partners share power
- Partnership is a process
- Everyone deserves respect
- Building trust is a first step
- Relationships, relationships, relationships

# Building Relationships: Doing the Work



This information is adapted from the following: Kagan, S. L. (1991). *United we stand: Collaboration for child care and early education services*. New York, NY: Teachers College Press.; Winer, M., & Ray, K. (2003). *Collaboration handbook: Creating, sustaining, and enjoying the journey*. St. Paul, MN: Amherst H. Wilder Foundation. Used with permission. All rights reserved. [www.FieldstoneAlliance.org](http://www.FieldstoneAlliance.org)

# Communication Style Inventory

- How you communicate makes a difference...



# Where do we begin?



Activity

1. Who are your partners
2. How did/will you get them to meet?
3. What is the first step?

# We are at the table, now what?

- Activity



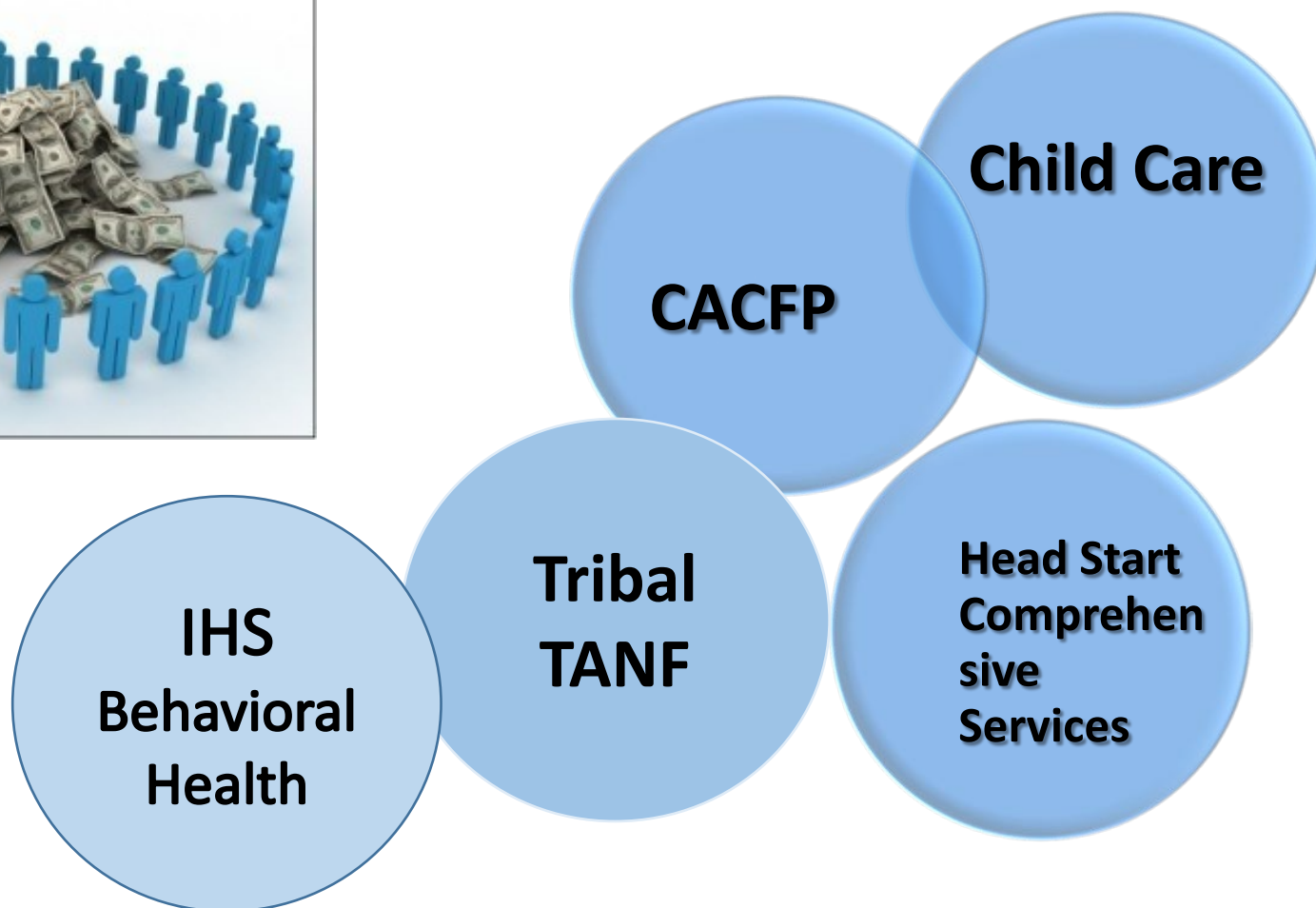
# Partnership Checklist Activity

- Share what each has to offer-Sharing resources
- Identify Roles and Responsibilities of the partnership
- Fiscal Resources
- Planning and decision making-joint agendas
- Frequency of meetings
- Protocols
- Dispute resolution process





# Blending or Layering or Combining Program Funds-Cost Allocation



# Federal Language Regarding Sharing of Supplies and Equipment

- “45 CFR 92.32(c)(1)

- Equipment shall be used by the grantee or subgrantee in the program or project for which it was acquired as long as needed, whether or not the project or program continues to be supported by Federal funds. *When no longer needed for the original program or project, the equipment may be used in other activities currently or previously supported by a Federal agency.*

- 

- 45 CFR 92.32(c)(2)

- *The grantee or subgrantee shall also make equipment available for use on other projects or programs currently or previously supported by the Federal Government, providing such use will not interfere with the work on the projects or program for which it was originally acquired. First preference for other use shall be given to other programs or projects supported by the awarding agency.*

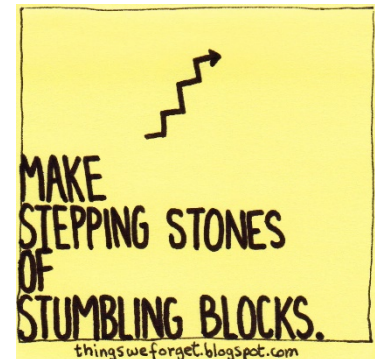
# We can do this together!

- Policies?
  - Protocols?
  - Procedures?
  - Who is in charge?
- Activity
  - List policies that will be important to each entity
  - Example: *All staff will be required to have mandatory annual training on Child Abuse*

# Potential Stumbling Blocks



**Can you  
identify some  
stumbling  
blocks that  
you have  
encountered?**



# Honoring the Relationship

- **Recognize how we communicate**
  - **Honest communication**
- **Creating a trust environment**
  - **Be Realistic and Fair**
  - **Commitment and Time**



# Activity

- Creating a joint mission statement together.



# Negotiations

- “Bargaining (give and take) process between two or more parties (each with its own aims, needs, and viewpoints) seeking common ground and reach an agreement to settle a matter of mutual concern or resolve a conflict.”

*businessdictionary.com*

# Consensus and Conflict Resolution

**Consensus-** Collective judgment or belief; solidarity of opinion.

General agreement or concord; harmony.

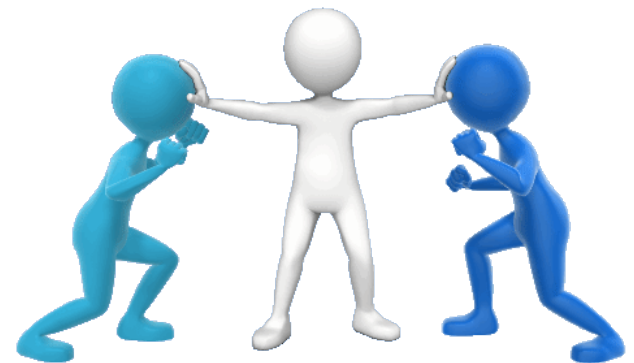
**Conflict Resolution-** Involves methods of finding a solution to an issue that ultimately leads to a mutually beneficial agreement.





# Conflict Resolution and effective problem solving

- Identify and clearly define the issue
- Brainstorm solutions
- Evaluate the solutions
- Choose the best solution (works for everyone)
- Implement the solution
- Choose a follow up date to re evaluate
- **Celebrate the success!**



# Plan Strategically

- Timeline
- Goals
- SMART Objectives
- Assign tasks
- Follow-up
- How to measure progress



# Sustainability



# Going Back Home



# **Thank You!**

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