

# *Creating and Leveraging a Community “Partnership Continuum”*

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*Release the Past! Embrace the Future Through ADR*

**SELPA Administrators of California 2023 ADR Conference**

March 17, 2023



CONSULTING SERVICES

David Carrales & Kathy Clayton



happy  
ST. CATRICK'S  
day

# **Who's in the Room?**

# Creating and Leveraging a Community “Partnership Continuum”

# Handout

**Creating and Leveraging a Community Partnership Continuum Presentation**  
SELPA Administrators of California 2023 ADR Conference  
 Release the Past! Embrace the Future Through ADR

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<p><b>A</b> <b>Belief Statement</b></p> <p>Parent and educator partnerships are key to successful results for students with disabilities.</p>	<p><b>B</b> <b>Stakeholder Theory...</b></p> <p>Emphasizes the interconnected relationships between all individuals who have a stake in the outcomes and ultimate success of an organization.</p> <p>Creates value for all stakeholders, not just the staff of an organization.</p>
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**C Framework for Creating and Leveraging a Community Partnership Continuum**

**Question 1**  
Who are your stakeholders?

**Question 2**  
What are the results you want for each of these stakeholders?

**Question 3**  
What are you, in a leadership position, doing to influence these results?

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**C Framework for Creating and Leveraging a Community Partnership Continuum**

**Question 4**  
What is a *Partnership Continuum*?

A practical way of conceptualizing different levels of partnerships to guide the identification of the specific needs of the partners.

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**D Three Key Concepts for Implementing a Successful Partnership Continuum**

1. Identifying a Higher Purpose will lead to stakeholder satisfaction... and possibly excitement!	2. Defining and implementing Core Values lead to the attainment of Purpose for all groups of stakeholders.	3. Develop and Implement Behavioral Commitments.
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<p><b>E Five Behaviors of a Team</b></p> <ol style="list-style-type: none"> <li>1. Absence of Trust</li> <li>2. Fear of Conflict</li> <li>3. Lack of Commitment</li> <li>4. Avoidance of Accountability</li> <li>5. Inattention to Results</li> </ol>	<p><b>G Results-Based Planning</b></p> <ul style="list-style-type: none"> <li>• What results do you want to achieve?</li> <li>• What actions will you take to achieve the results?</li> <li>• What data will you collect to determine progress toward achieving the results?</li> <li>• What are the measures of determining progress toward achieving the results?</li> </ul>
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**F** *Avoid random acts of improvement, plan for results by design*

**Result** is a population condition of well-being for children, adults, families, and communities, stated in plain language.

**Effort vs. Effect**

The distinction between **effort** and **effect** is simply the difference between how hard we tried and whether or not **we made a difference** in the lives of our stakeholders.

This handout and presentation will be available on March 20, 2023

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## **Presentation Objectives**

- Understand the value of identifying desired results to address program challenges
- Gain knowledge of the value of creating and implementing a *Partnership Continuum*
- Recognize opportunities to gather data to measure progress and results

# Expectation

Release the past! and embrace  
the future of a Community  
*Partnership Continuum*

# **Belief Statement**

**Parent and educator partnerships are key to successful results for students with disabilities.**

# Stakeholder Theory

- Emphasizes the interconnected relationships between **all individuals** who have a stake in the outcomes and ultimate success of an organization
- Creates value for **all stakeholders**, not just the staff of an organization



# A few thoughts on the word “Stakeholder”

# Framework for Creating a Successful *Partnership Continuum*

# Question 1

Who are your stakeholders?

# Creating and Leveraging a Community “Partnership Continuum”

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# Question 2

What are the results you want for each of these stakeholders?

# Question 3

What are you, in a leadership position, doing to influence these results?

# Question 4

What is a *Partnership Continuum*?

**Informed**  
**Engaged**  
**Involved**  
**Invested**



# *Partnership Continuum*

A practical way of conceptualizing different levels of partnerships to guide the identification of the specific needs of the partners.

# Three Key Concepts for Creating a Successful *Partnership Continuum*

1

Identifying a **Higher Purpose** that will lead to **stakeholder satisfaction...** and possibly excitement!

2

Defining and implementing **Core Values** lead to the attainment of **Purpose** for all groups of stakeholders.

3

Develop and implement  
**Behavioral Commitments.**

# Five Behaviors of a Team

1. Absence of Trust
2. Fear of Conflict
3. Lack of Commitment
4. Avoidance of Accountability
5. Inattention to Results

*Five Dysfunctions of a Team* by Patrick Lencioni

# Framework for Creating a Successful *Partnership Continuum*

**Four Questions + Three Key Concepts + Five Behaviors of a Team**

**What's next?**



# Developing a long-term results-based plan

*Avoid random acts of improvement,  
plan for results by design*

**Result** is a population condition of **well-being** for children, adults, families, and communities, stated in plain language.

- Students have IEPs that meet their educational needs.
- Parents are engaged in their child’s education.
- Educators are addressing the needs of the students.

# **Effort vs. Effect**

The distinction between **effort** and **effect** is simply the difference between how hard we tried and whether or not we made a difference in the lives of our stakeholders.

# Using **data** to measure and evaluate your **results**

# Scenario



# Results-Based Planning

- What results do you want to achieve?
- What actions will you take to achieve the results?

# Results-Based Planning

- What data will you collect to determine progress toward achieving the results?
- What are the measures of determining progress toward achieving the results?

**How will you embrace the  
future with a new outlook  
on partnerships?**

# Contact Information

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