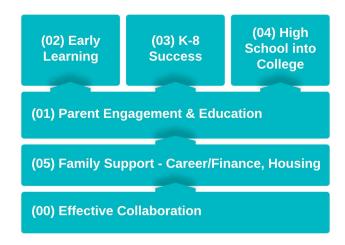# EFFECTIVE COLLABORATION

Defines collaborative practice for Anchor Partners participating in data-driven, continuous improvement process, NAZ backbone role and individual partner-NAZ relationships (co-location of staff, contract funding, etc).

Includes the following sections that relate to each other in as depicted by this diagram:

*Note: this designates work currently being done using the Results Plans as the guide, and evaluated through NAZ continuous improvement process.

Updated Results Plan established January 2017 with contribution from NAZ and partner leadership, including:

Vanessa Abanu, NAZ
DeAnna Cummings, Juxtaposition Arts
Alika Galloway, 21st Century Learning
Matt Halley, Cookie Cart
Dianne Haulcy, Think Small
Chris Heng, NAZ
Cindy Hillyer, MPS
Shannon Jones, Urban Homeworks
Michelle Martin, NAZ
Fatima Muhummed, Emerge
Catrice Oneal, PCYC
Michelle Palo, NAZ
Alysha Price, NAZ
Candace Rosalez, PPL
Maureen Seiwert, MPS
Shereese Turner, Twin Cities Rise

TERMINOLOGY

(These definitions level set how we will approach collaborative evaluation. Actual indicators appear in the action area sections 01 - 05)

What will improve?
RESULT
A population condition of well being.

The NAZ Result is described in a two-generation approach:
- All children ready for college
- End generational poverty

Is anybody better off?
OUTCOMES
Performance Measure: Shows whether or not results are achieved.

Overall collaborative process implementing all Results Plan elements together will produce the following measures (all tracked on the action area sections that follow):

- Proficiency at key benchmarks: Kindergarten-readiness, Reading at 3rd grade, 8th grade math
- High school graduation rate
- College graduation
- Career benchmark
- Housing and family stability

How much did we do?
OUTPUTS
Performance Measure: Shows the quantity of solutions utilized.

"Outputs" measure the quantity of solutions utilized. Examples are # or % or enrollment, retention, screenings, program graduations, etc..

How well did we do it?
INPUTS
Performance Measure: Shows the fidelity of implementation (inputs).

- An "Input" is the evaluation of the strategies. They measure the **f**idelity of implementation.
- "Strategies" are a collection of actions taken to improve chance of positive outcomes.
- "Key Elements" are the steps to achieve the strategies.

STRATEGY AREAS
Grouping of strategies.

STRATEGIES AND KEY ELEMENTS

COLLABORATIVE PROCESS

STRATEGY 1 | NAZ and partners will co-create an annual site-based implementation plan based on the related elements in the NAZ Collaborative Results Plan to define and support implementation.

KEY ELEMENTS

- Individual partners managing NAZ resources (co-located staff, program contracts) will establish and update the Implementation Plan with timelines, roles, targets, and monitoring plan as a scope of work as part of the annual contract.
- NAZ and partner will share Implementation Plan elements, and organizational agreements, and provide support to relevant to staff roles who work in teams with NAZ families.

STRATEGY 2 | NAZ and partner staff participate in specified meetings together to address technical, adaptive, relationship and resource work to support outcomes across the collaborative.

KEY ELEMENTS

- NAZ organization will provide infrastructure for meetings designed with partners (including leadership, action team and site team meetings).
- NAZ organization and partners will support staff with relevant roles to prioritize attending appropriate meetings to move the shared work forward.

CONTINUOUS IMPROVEMENT CYCLE & BUILDING A RESULTS CULTURE

STRATEGY 3 | Contribute organizational data to collaborative database

KEY ELEMENTS

- NAZ will maintain collaborative database and provide partner training for effective use
- Partners contribute data into shared database directly when possible; upload data at set frequency if direct entry is not viable
- Partners will share barriers to database use with NAZ staff to improve database

STRATEGY 4 | Use data and learnings for continuous improvement

KEY ELEMENTS

- NAZ organization and partners will develop shared understanding of data and outcome commitments
- Build practice within organizations as part of collaborative process for regular, ongoing use of data to improve work with parents and scholars at a program level
- NAZ organization will provide annual analysis based on shared agreement within each strategy area and host "**Results NAZ roundtable**" to facilitate learnings to support collaborative goals
- NAZ organization and partners will make strategy and program adjustments that come out of continuous improvement discernment

STRATEGY 5 | Intentional practice of effective results-focused conversations to drive action across meetings and interactions

KEY ELEMENTS

- Leaders across NAZ will participate in Results-Based Leadership (RBL) trainings and ongoing learning
- NAZ organization will provide access to RBA/RBF tools, including maintaining user-friendly on-line portal
- Support practice of effective results conversations that move from talk to action across and within teams

COLLABORATIVE COMMUNICATION

STRATEGY 6 | NAZ organization and partners will share in developing and communicating collaborative results and other PR stories relevant building a college-culture in North Minneapolis

KEY ELEMENTS

- Team of NAZ and partner communication staff will support advancement of shared storytelling tools

STRATEGY 7 | Participate in building a "College-Going Culture" in North Minneapolis

KEY ELEMENTS

- Participate in marketing campaign
- Lift up stories of success and contribute through NAZ website
- Support parent and scholar involvement in campaign
- Innovative strategies to drive culture

SHARED RESOURCES

STRATEGY 8 | Develop, identify and report on budget for NAZ organization and full collaborative work to reach goals

KEY ELEMENTS

- Business plan for shared work
- NAZ will provide transparent, regular updates about finances

STRATEGY 9 | Identify opportunities for shared funding proposals aligned with business plan goals

KEY ELEMENTS

- Development staff at partners and NAZ organization will collaborate
- NAZ will provide letters of support for partner work
- Collaborative approach will be a lever for influencing funders

STRATEGY 10 | NAZ organization and partners will work together to shift the culture of resource investment toward less siloed funding

KEY ELEMENTS

- Hold funder briefings as a collaborative to inform funders together of what's working
- Develop plans together based on funding areas (ie- OST, workforce) to engage key local funders at a strategy level

SYSTEM AND POLICY CHANGE

STRATEGY 11 | Use learnings, opportunities, and barriers identified through results plan and shared work with families to established systems change and policy agenda

KEY ELEMENTS

- Shared policy agenda will be established across partners within action areas
- Parent and scholar leaders will be invited to support policy agenda
- NAZ organization and partners will model the work as part of national movement