THE MANY WORKING AS ONE FOR THE GOOD OF ALL

Foundations of Collaboration: An Introduction to the Community Learning Model

Hanna Nichols & Meghan Chaney

Purpose and Vision: The many working as one for the good of all

Mission: to create a culture of collaboration that drives transformative change

Build Connections

Build Capacity

Build a Movement

Intended Outcomes

- Participants understand various approaches to collaboration and the necessity of working collectively to address complex issues.
- Participants can visualize what high quality collaboration can look across a variety of settings, issues, styles, and approaches.
- Participants feel better able to support inclusion, dialogue, action, and learning, with the goal of results-driven impact.

Tackling Complex Issues

possible only through a collaborative approach

PROBLEM TYPES

The Stacey Matrix

Adapted from Ralph Stacey

THE CIVIC CANOPY

PROBLEM TYPES

The Stacey Matrix

Adapted from Ralph Stacey

SIMPLE

THE CIVIC CANOPY

PROBLEM TYPES

The Stacey Matrix

Adapted from Ralph Stacey

TECHNICALLY COMPLICATED

THE CIVIC CANOPY

PROBLEM TYPES

The Stacey Matrix

Adapted from Ralph Stacey

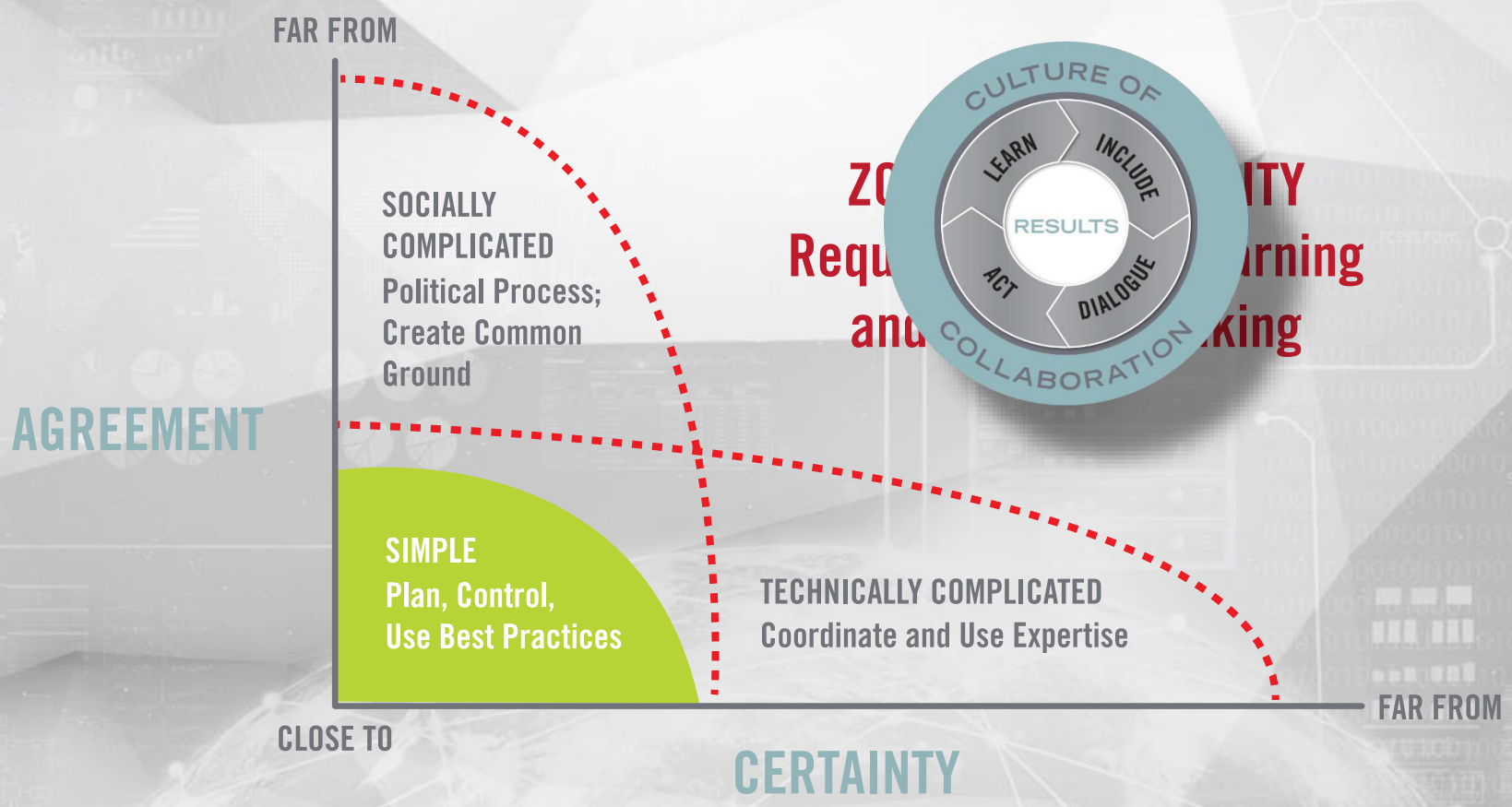
SOCIALLY COMPLICATED

THE CIVIC CANOPY

PROBLEM TYPES

The Stacey Matrix

Adapted from Ralph Stacey



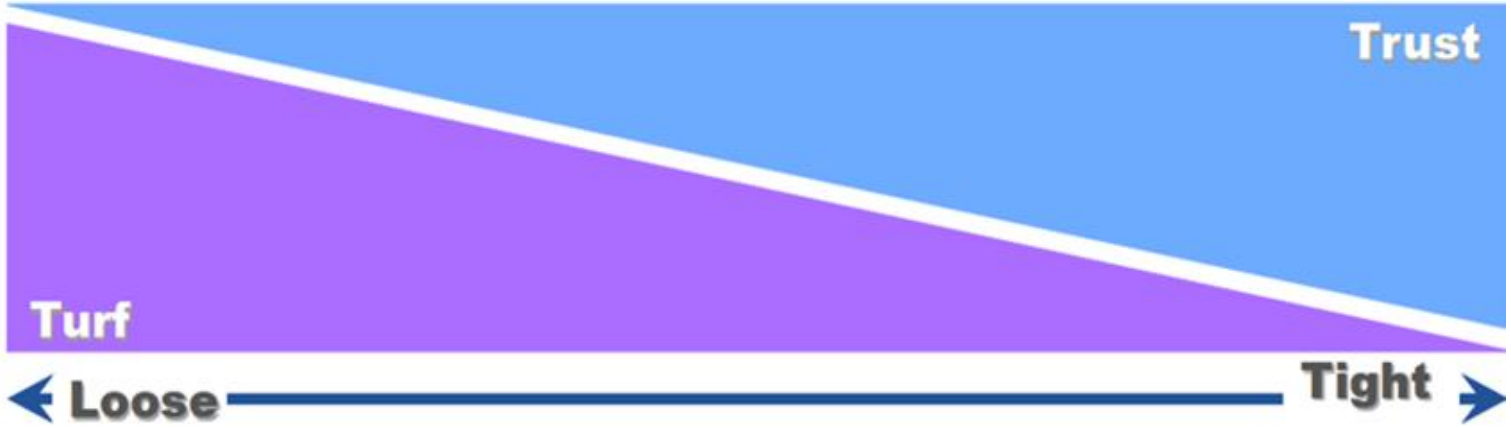
THE CIVIC CANOPY

Community Learning Model

- Synthesis of research on effective teams and collaboratives
- Correlation between the quality of process and quality of population outcomes
- Provides a way to think about the ongoing work of creating collective impact through continuous improvement

The Collaboration Continuum

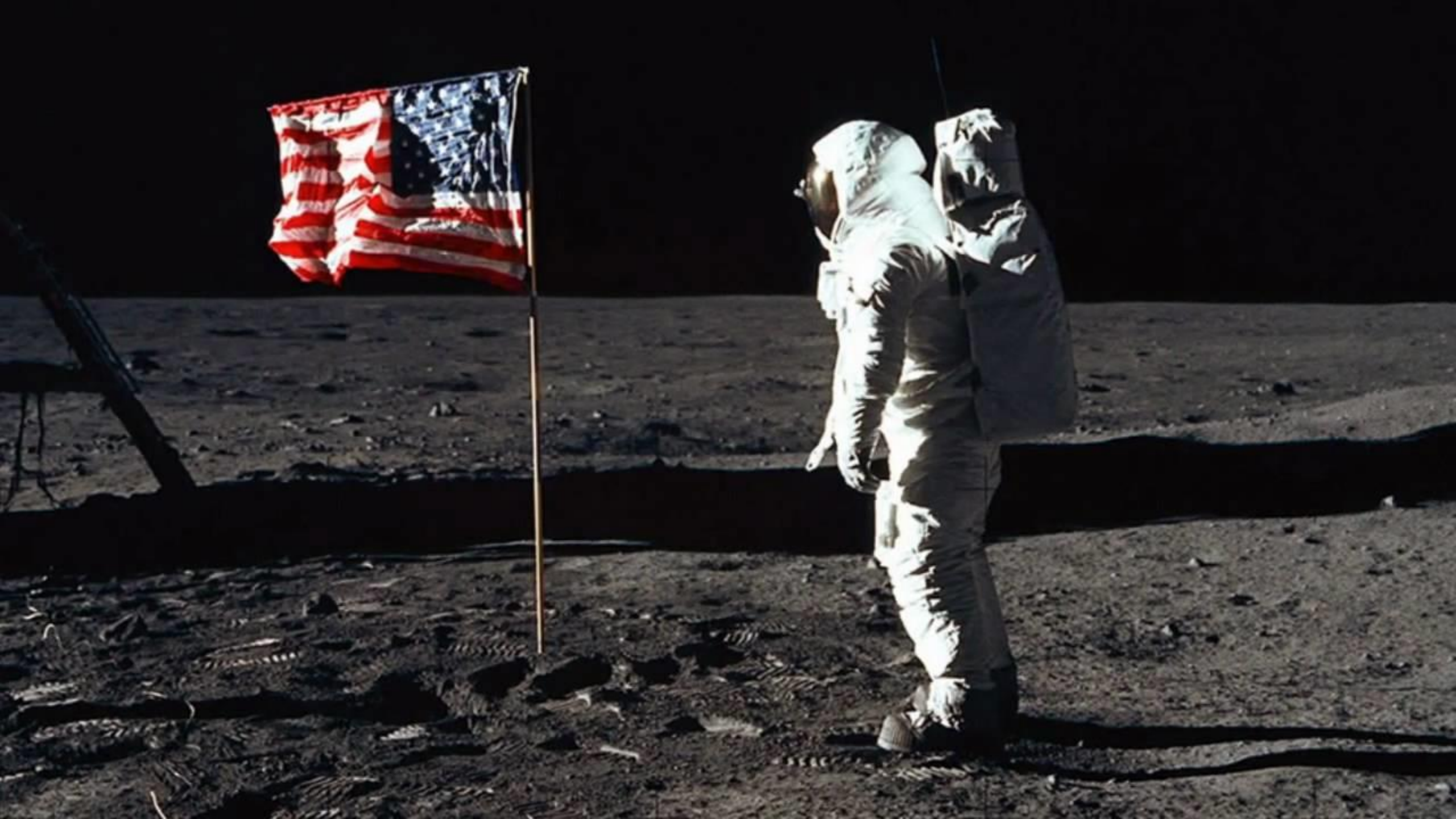
Compete	Co-exist	Communicate	Cooperate	Coordinate	Collaborate	Integrate
Competition for clients, resources, partners, public attention.	No systematic connection between agencies.	Inter-agency information sharing (e.g. networking).	As needed, often informal, interaction, on discrete activities or projects.	Organizations systematically adjust and align work with each other for greater outcomes.	Longer term interaction based on shared mission, goals; shared decision-makers and resources.	Fully integrated programs, planning, funding.



Source: Tamarack Institute

Results

What are we striving to achieve?



Results-Based Thinking

- It’s always tempting to jump straight into action, doing what we think will work, but going immediately to action ≠ results

- If we start with the end results and THEN focus on the means to get there, we’re more likely to achieve our goals.

Results-Based Thinking

RESULT

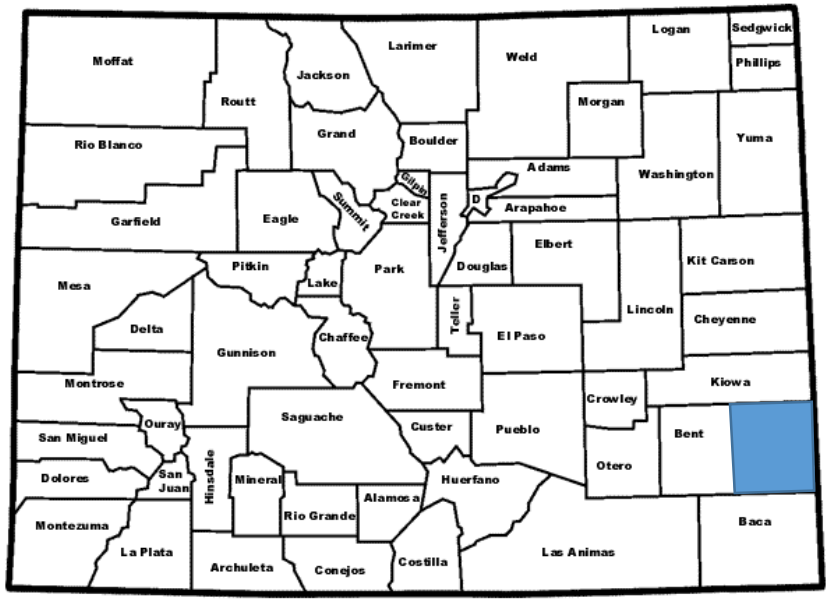
The first question to ask is
“what is the end result you seek?”

INDICATOR

The second question to ask is
“how would you know if you got there?”

Results-Based Thinking

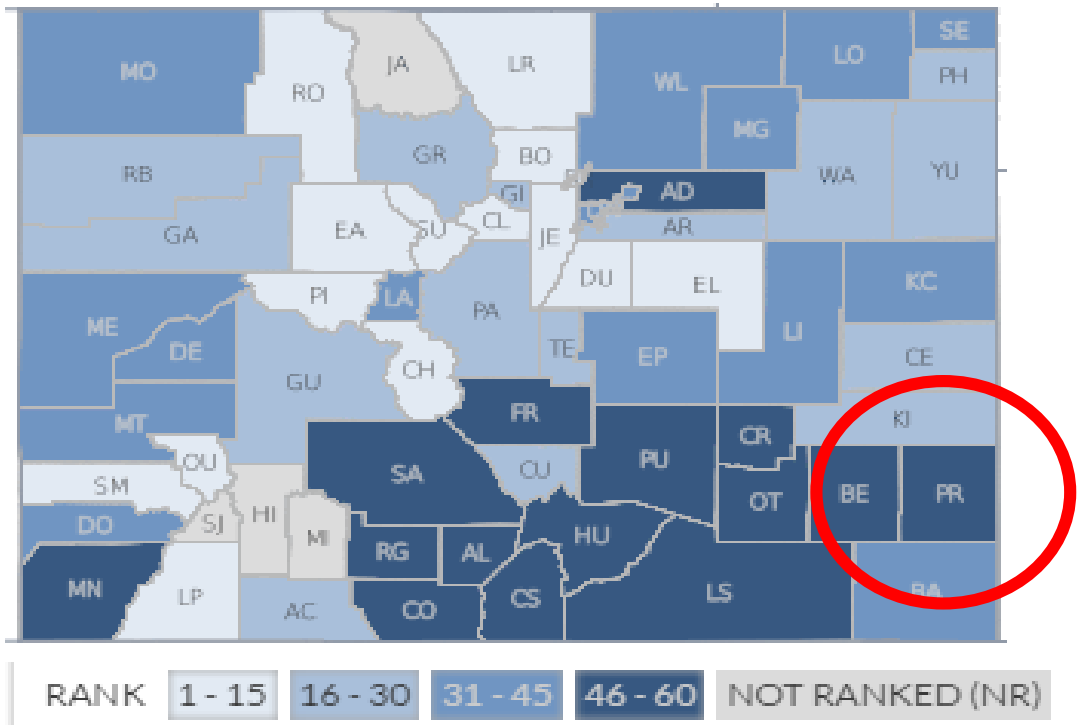
Results	Indicators
Chaffee County's economy is diverse and resilient	Labor participation rates, income dates, home ownership rates
All children reach their developmental potential and are ready to succeed in school and in life	% of children, Kindergarten – 3rd grade, who have significant reading deficiency
Grand Junction is a safe and supportive community	Violent Crime Rates; Social Capital data
Colorado youth are connected to their community	% of 9th-12th grade students who report participating in any extracurricular activities in school



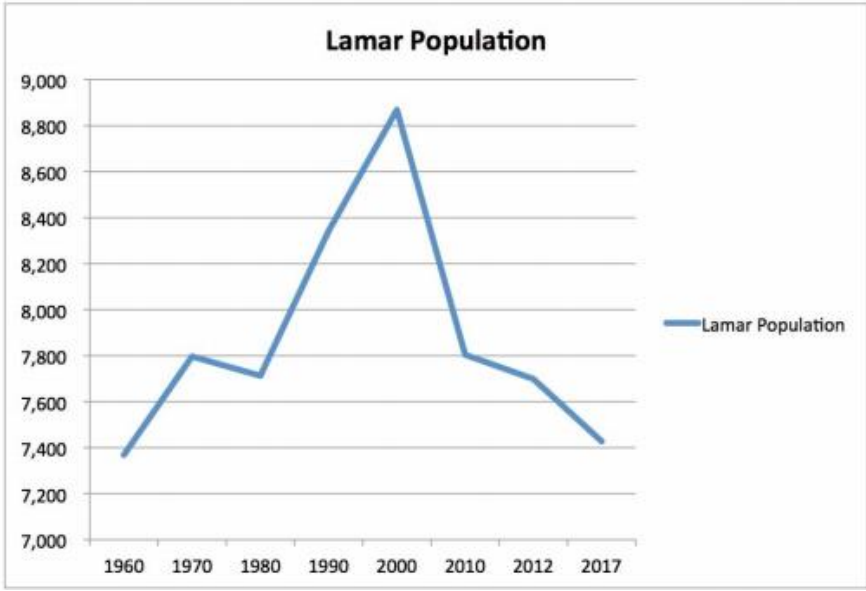
Prowers County, CO

A Case Study in Results-Driven Thinking

Overall Rankings in Health Factors



RANK | 1 - 15 | 16 - 30 | 31 - 45 | 46 - 60 | NOT RANKED (NR)



LiveWell
Healthy Places
Prowers County Health Alliance
Others...

What will it Take...

To create a Prowers County where all kids grow up healthy?

We'd love to hear your voice.

Come to one of the community visioning sessions and **EDUCATE US.**

FREE food, FREE childcare & interpreters provided at all sessions!

HOLLY	GRANADA	LAMAR	WILEY
July 9 • 6-8 p.m.	July 10 • 6-8 p.m.	July 30 • 6-8 p.m.	July 31 • 6-8 p.m.
Holly Senior Center	Granada Community Center	Lamar Community Building	Wiley School

If you cannot attend the meeting in your town please join us at another session.

Prowers County Health Alliance

A Healthier Tomorrow

For more information please contact:

Sarah Aguilera 719-691-9157

or Emily Nieschburg 719-688-1265

LiveWell Prowers County

Prowers County
2015 Action Map

VISION: A healthy Prowers County for all.

Results

All Prowers County residents are physically active.

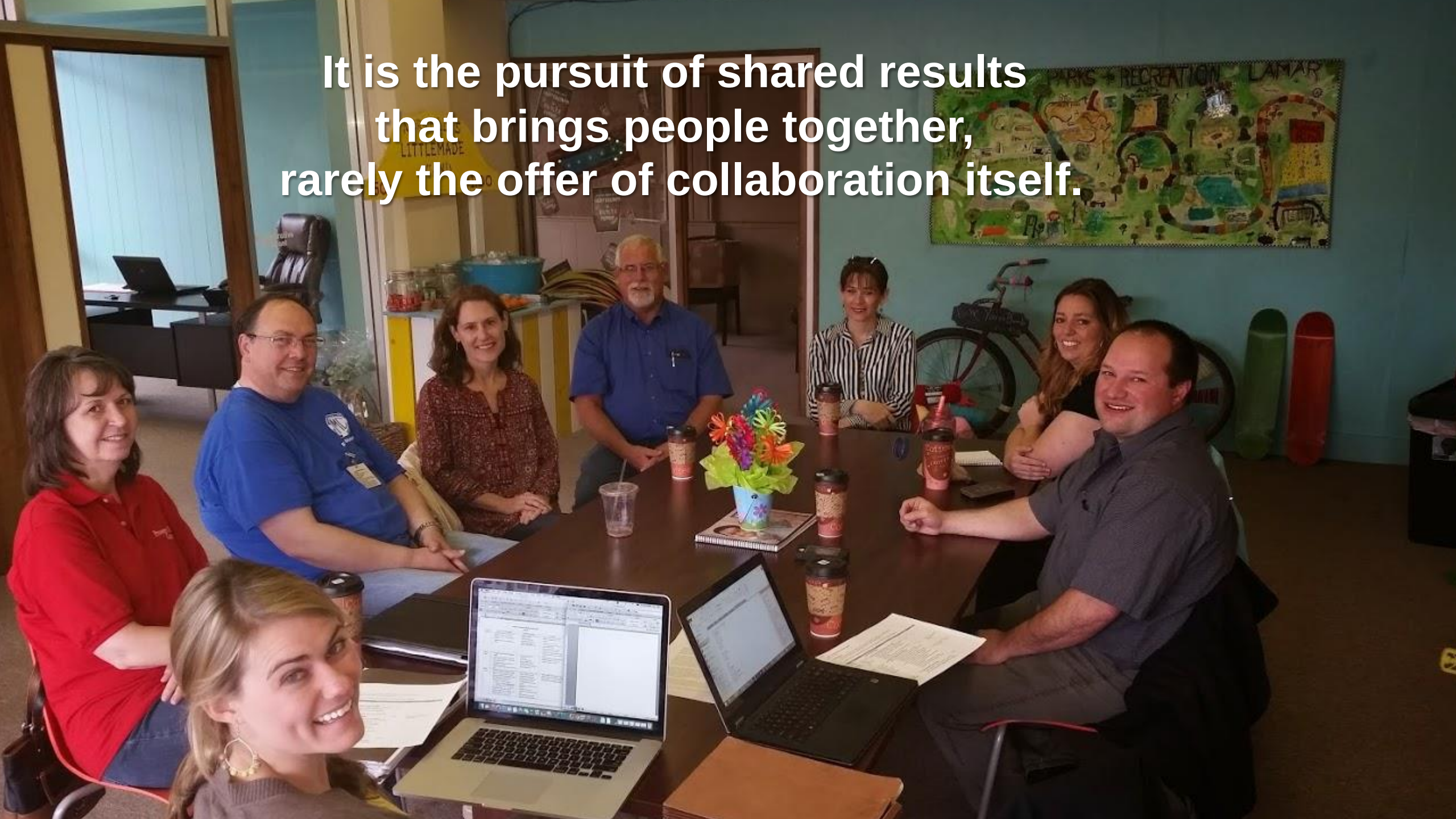
All Prowers County residents eat healthy foods.

Families choose to stay, live and invest in Prowers County

Powers County is a deeply connected community with strong civic health

Improve the built environment and facilities to promote healthy eating and active living	Promote community activities that encourage healthy, active living	Promote economic development in Prowers County	Improve communication, in English and Spanish, about available resources and activities
Mainstreet improvement initiatives □ Flower boxes □ Facade improvements	Family rides	Create a coordinated workforce development program to equip all Prowers County youth with job skills and educational opportunities	Coordinate calendars of activites and use a central posting strategy
Create an indoor public pool	Promote family friendly acitivites		Post wayfinding signage in Lamar.
Bike-friendly Lamar: Improve Lamar's bikeability	Volunteers for vouchers: Encourage volunteering among youth in exchange for "active living" goods and vouchers		Promote ESL classes
Wheels in Motion: create a public skate park	Promote worksite wellness initiatives		

Values: ● Community ● Collaboration ● Inclusion ● Respect● Communication ● Excellence ● Action ● Determination


It is the pursuit of shared results
that brings people together,
rarely the offer of collaboration itself.

Reflecting On Your Results

- How does your collaborative group talk about the goals/outcomes/results that you seek? Write out the phrases, statements.

- How well does your language point people to the ultimate end result that you seek? Does it clearly articulate an elevating goal that describes the impact it would have on children, youth, families, communities, the environment, etc.? Or does it leave people asking “to what end?”

Shared Results Can…

- Encourage diverse and unlikely partners to work together
- Help partners see themselves as important contributors with a role toward achieving the end goal
- Create champions and collaborators instead of critics and competitors
- Keep partners motivated to stay at the table because their attention is on the end goal

Inclusion and Dialogue

Inclusive environments fostering shared commitment

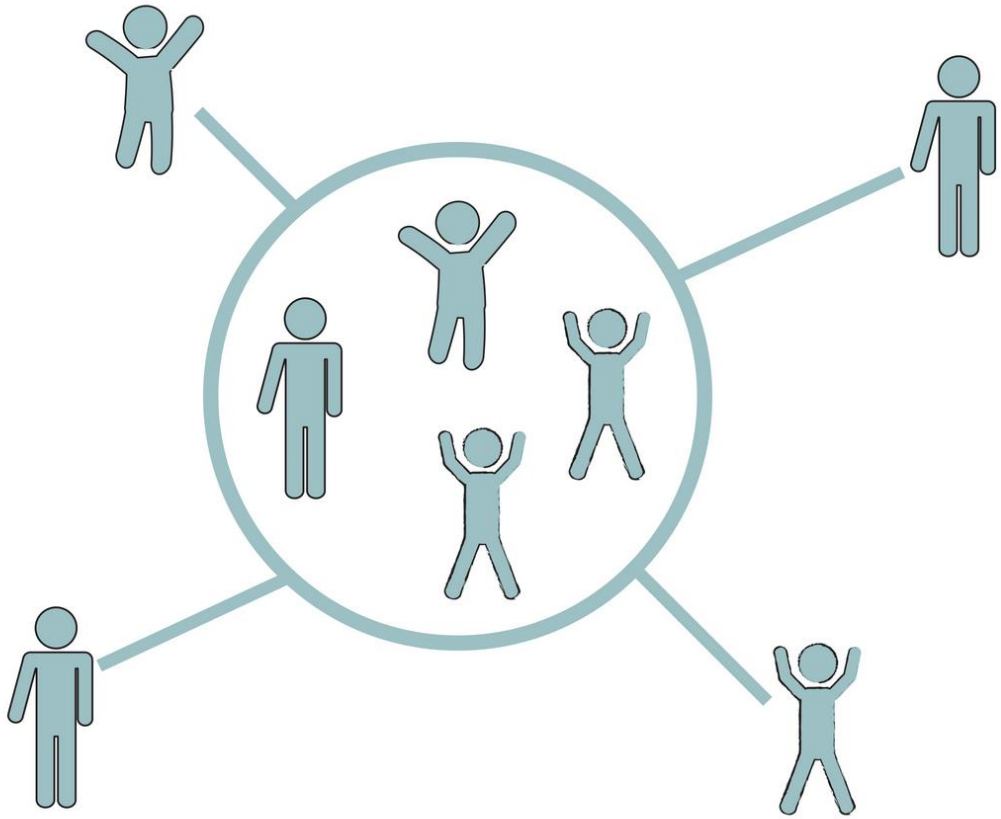
The Power of Inclusion

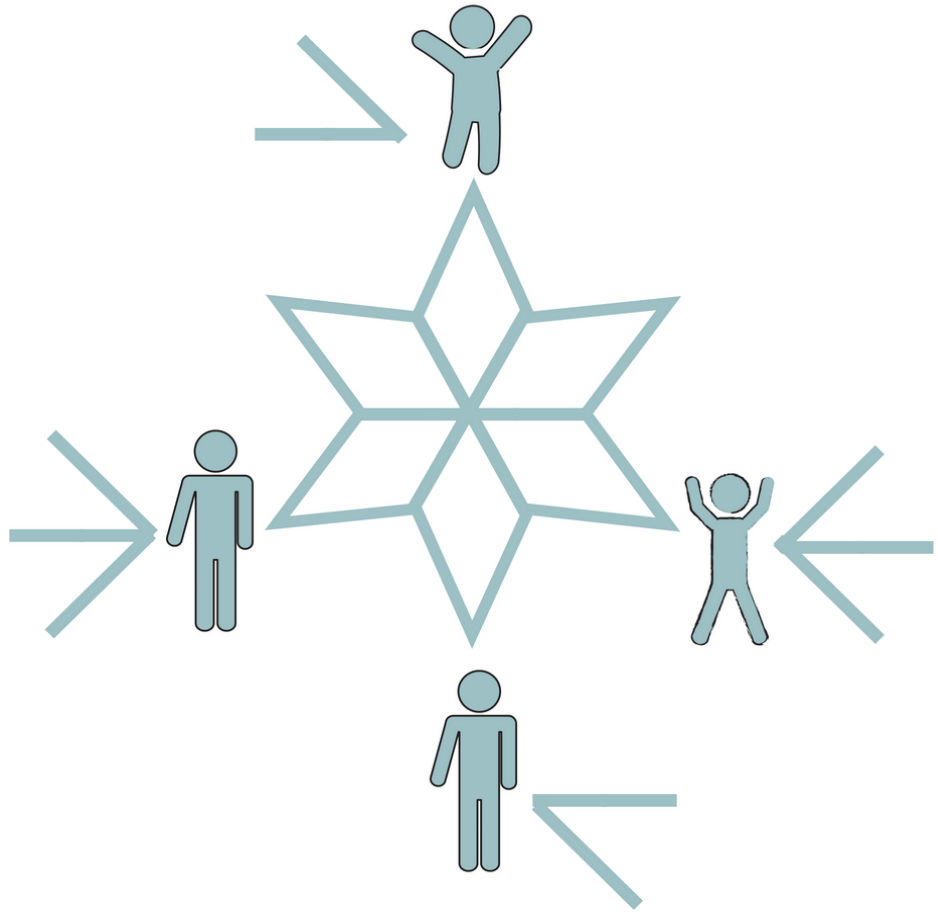
- Increases creativity
- Increases support for solutions
- Provides legitimacy for interventions

And. . .

- Increases likelihood of conflict
- Increases complexity of process

Paradigm Shifts in Engagement





Levels of Involvement

Transactional Involvement	Transitional Involvement	Transformational Involvement
Communication: One-way from the collaborative to the community	Communication: Two-way, mostly collaborative to the community	Communication: Two-way, collaborative to community, community to collaborative
Examples: • Public Report Card release • Information/Training sessions • Awareness Campaigns • Social Media	Examples: • Community Advisory Committees • Community Dialogues • Community Calls to Action	Examples: • Issue specific workgroups • Joint decision-making • Co-ownership of outcomes

More People Involved **Deeper Level of Engagement**

Source: Strive

Acknowledge Power Dynamics

The Bases of Social Power

Positional Power: Title or rank

Expert Power: Based on skills & knowledge

Referent Power: Reciprocity & mutual respect

Reward Power: Ability to give or take away rewards

Coercive Power: Ability to punish

Informational: Control over information others need

Adapted from: French & Raven, 1959

Case Study: East5ide Unified

Process

- Leadership Team intentionally included more than 50% context power (those with deep connections to the community, lived experience)
- Learning process included bringing content experts to the table for shared learning

Case Study: East5ide Unified

Challenges

- Power dynamics aren’t something you address once. It’s a constant process.

- Ensuring processes are inclusive so voices are not only heard, but are comfortable coming to and staying at the table.

The Takeaway: Value the Process

- Rethinking ways of doing “business.”
- Be willing to put in the time to create conditions for engagement.
- Make the rules of the game clear from the outset.

What has inclusion looked like for you?

Consider a time you felt included in a process in a really authentic way. What did you experience? See? Feel?

Act

Planning, strategizing, adjusting

Be open to getting messy before things become clear.

Common Agenda

FROM		TO
writing a plan	→	building a common commitment
involving experts	→	involving everyone who cares
planning mentality	→	arousing and following our curiosity
a quick plan	→	taking the time for broader engagement

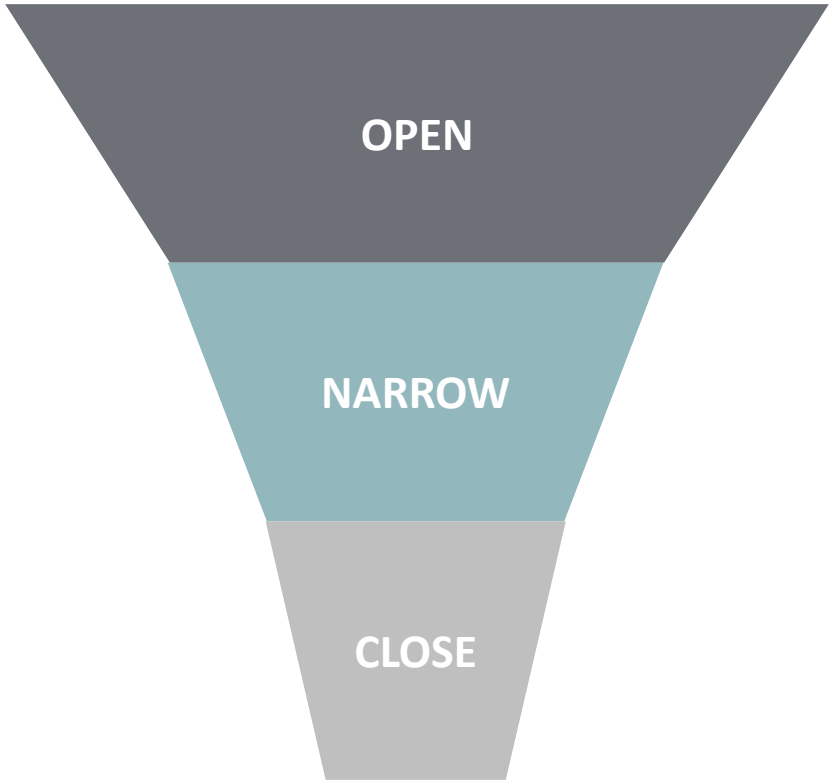
How to Develop a Common Agenda for Collective Impact - Paul Born, Tamarack Institute

Action Planning with Open, Narrow, Close Mindset

- Open: Brainstorming, putting ideas out, thinking blue sky

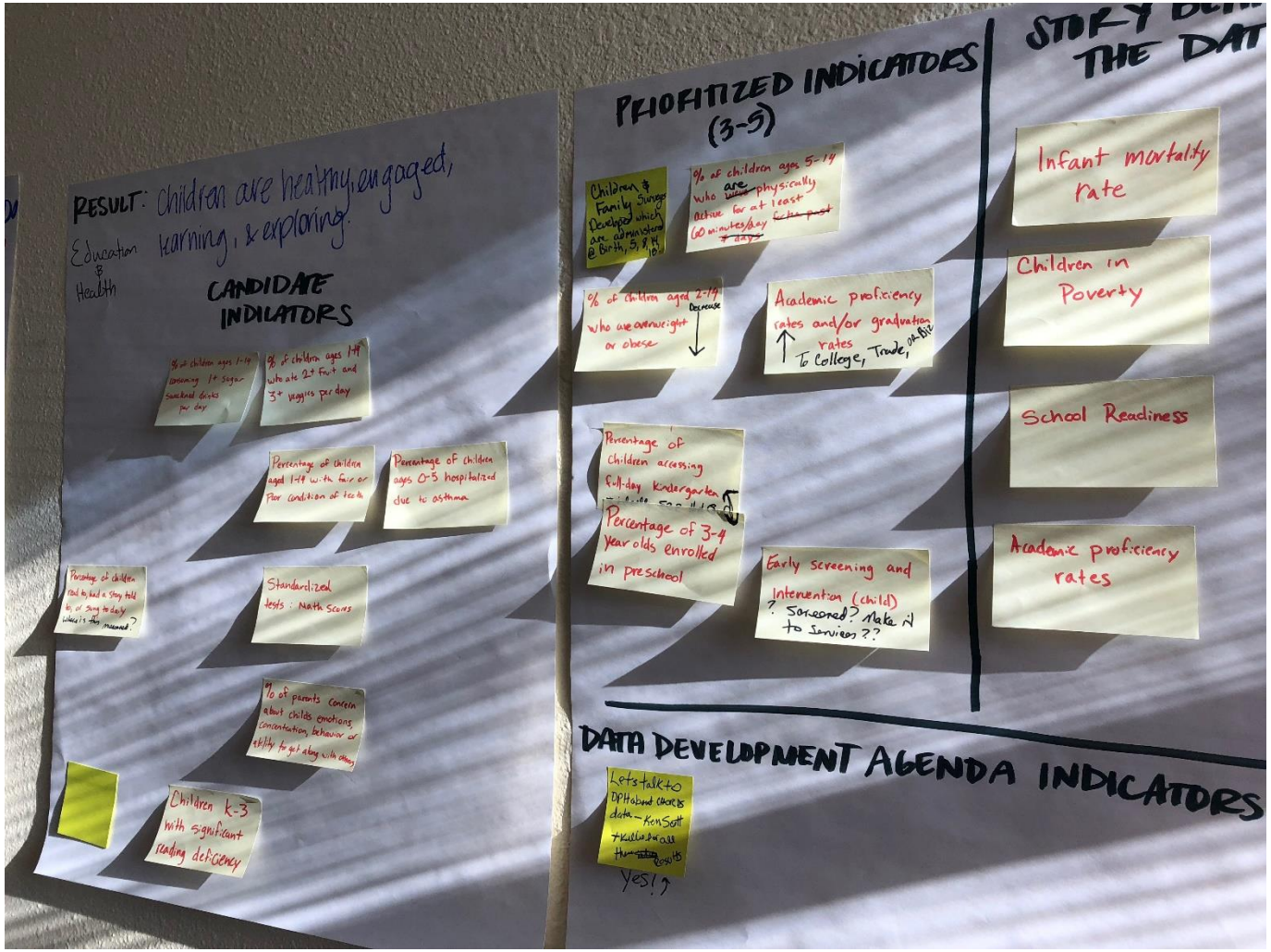
- Narrow: Consider criteria for narrowing
  - What's feasible?
  - Where is there low-hanging fruit?
  - What do we have resources for?
  - What's within the scope of our grant?

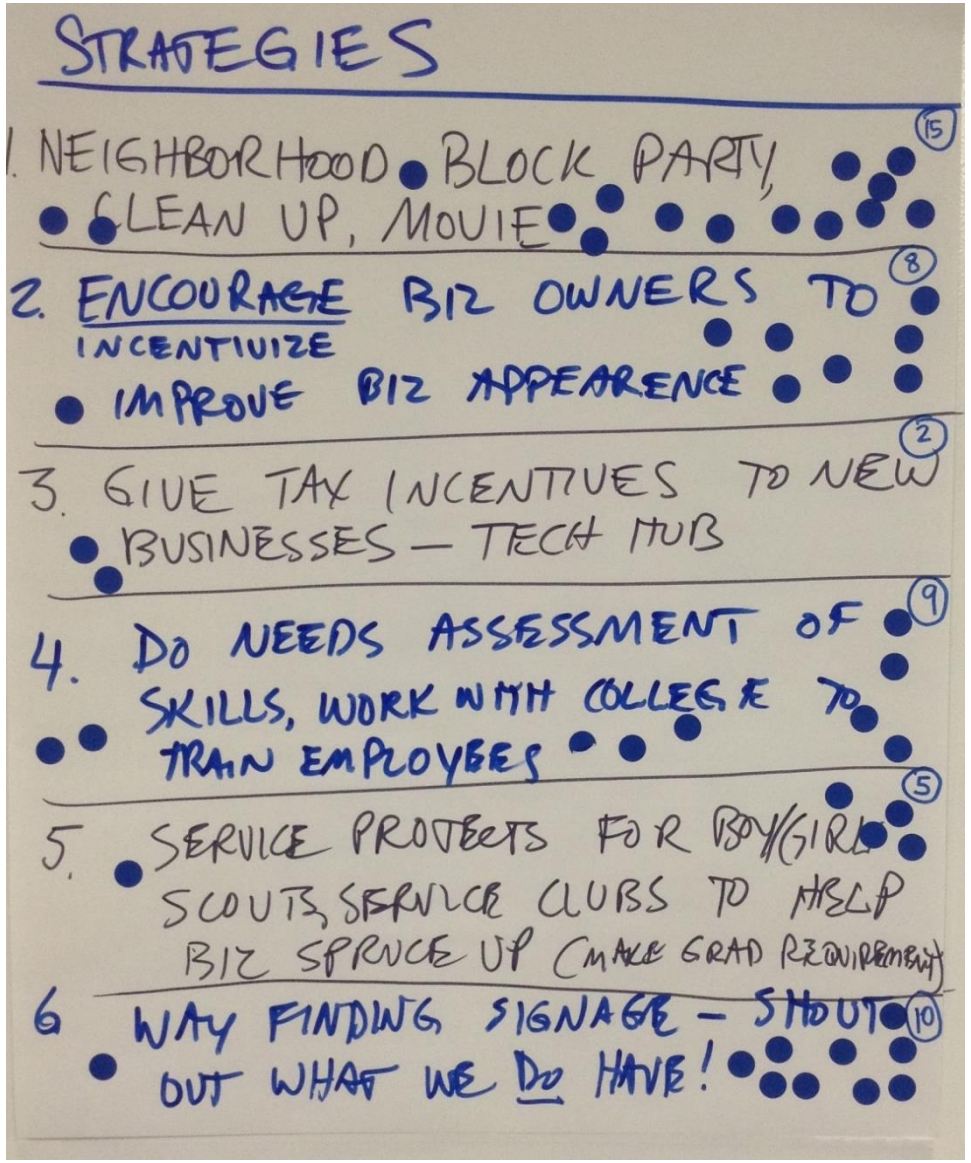
- Close: Finalize, refine, prioritize



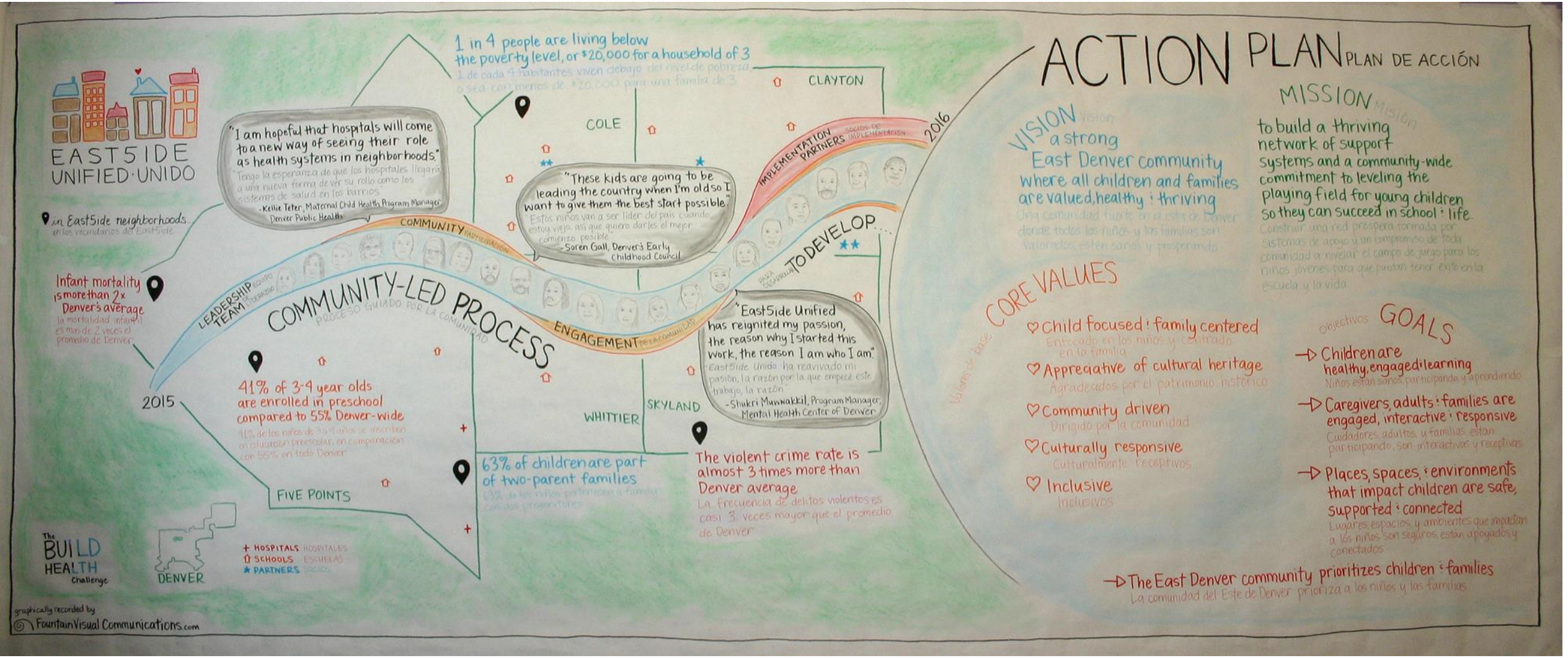
Open

Narrow


RESULT: Children are healthy, engaged, learning, & exploring.
Education & Health
CANDIDATE INDICATORS
PRIORITIZED INDICATORS (3-5)
STORY THE DAT
Children & Family Surveys Developed which are administered @ Birth, 5, 9, 14, 18
% of children ages 5-14 who are physically active for at least 60 minutes/day
% of children aged 2-14 who are overweight or obese
Academic proficiency rates and/or graduation rates To College, Trade, or Biz
Percentage of children accessing full-day Kindergarten
Percentage of 3-4 year olds enrolled in preschool
Early screening and intervention (child) ? Screened? Make it to services??
Infant mortality rate
Children in Poverty
School Readiness
Academic proficiency rates
% of children ages 1-14 consuming 1+ sugar sweetened drinks per day
% of children ages 1-14 who ate 2+ Fruit and 3+ veggies per day
Percentage of children aged 1-14 with fair or Poor condition of teeth
Percentage of children ages 0-5 hospitalized due to asthma
Standardized tests - Math Scores
% of parents concern about childs emotions, concentration, behavior or ability to get along with others
Children K-3 with significant reading deficiency
DATA DEVELOPMENT AGENDA INDICATORS
Lets talk to DPH about charts data - Ken Scott
Yes!?


STRATEGIES
1. NEIGHBORHOOD BLOCK PARTY, CLEAN UP, MOVIE (15)
2. ENCOURAGE BIZ OWNERS TO INCENTIVIZE (8)
IMPROVE BIZ APPEARENCE
3. GIVE TAX INCENTIVES TO NEW BUSINESSES – TECH HUB (2)
4. DO NEEDS ASSESSMENT OF SKILLS, WORK WITH COLLEGE TO TRAIN EMPLOYEES (9)
5. SERVICE PROJECTS FOR BOY/GIRL SCOUTS, SERVICE CLUBS TO HELP BIZ SPRUCE UP (MAKE GRAD REQUIREMENT) (5)
6 WAY FINDING SIGNAGE – SHOUT OUT WHAT WE DO HAVE! (10)

Close


EAST5IDE UNIFIED·UNIDO
in East5ide neighborhoods...
en los vecindarios de East5ide
Infant mortality is more than 2x Denver's average
La mortalidad infantil es más de 2 veces el promedio de Denver
2015
"I am hopeful that hospitals will come to a new way of seeing their role as health systems in neighborhoods."
Tengo la esperanza de que los hospitales llegarán a una nueva forma de ver su rol como los sistemas de salud en los barrios.
-Kellie Teter, Maternal Child Health Program Manager, Denver Public Health
1 in 4 people are living below the poverty level, or $20,000 for a household of 3
1 de cada 4 habitantes viven debajo del nivel de pobreza o sea con menos de $20,000 para una familia de 3
COLE
CLAYTON
"These kids are going to be leading the country when I'm old so I want to give them the best start possible."
Estos niños van a ser líder del país cuando estoy viejo, así que quiero darles el mejor comienzo posible.
-Soren Gall, Denver's Early Childhood Council
IMPLEMENTATION PARTNERS
SOCIOS DE IMPLEMENTACIÓN
2016
COMMUNITY IMPLEMENTATION
LEADERSHIP TEAM EQUIPO DIRECTIVO
COMMUNITY-LED PROCESS
PROCESO GUIADO POR LA COMUNIDAD
ENGAGEMENT DE LA COMUNIDAD
PARA DESARROLLAR
TO DEVELOP...
"East5ide Unified has reignited my passion, the reason why I started this work, the reason I am who I am."
East5ide Unido ha reavivado mi pasión, la razón por la que empecé este trabajo, la razón.
-Shukri Muwwakkil, Program Manager, Mental Health Center of Denver
41% of 3-4 year olds are enrolled in preschool compared to 55% Denver-wide
41% de los niños de 3 a 4 años se inscriben en educación preescolar, en comparación con 55% en todo Denver
WHITTIER
SKYLAND
63% of children are part of two-parent families
63% de los niños pertenecen a familias con dos progenitores
The violent crime rate is almost 3 times more than Denver average
La frecuencia de delitos violentos es casi 3 veces mayor que el promedio de Denver
FIVE POINTS
DENVER
+ HOSPITALS HOSPITALES
SCHOOLS ESCUELAS
★ PARTNERS SOCIOS
The BUILD HEALTH Challenge
graphically recorded by
FountainVisual Communications.com
ACTION PLAN PLAN DE ACCIÓN
MISSION Misión
to build a thriving network of support systems and a community-wide commitment to leveling the playing field for young children so they can succeed in school + life.
Construir una red próspera formada por sistemas de apoyo y un compromiso de toda comunidad a nivelar el campo de juego para los niños jóvenes para que puedan tener éxito en la escuela y la vida.
VISION Visión
a strong East Denver community where all children and families are valued, healthy + thriving
Una comunidad fuerte en el este de Denver donde todos los niños y las familias son valorados, estén sanos y prosperando.
CORE VALUES
Valores de base
♡ Child focused + family centered
Enfocado en los niños y centrado en la familia
♡ Appreciative of cultural heritage
Agradecidos por el patrimonio histórico
♡ Community driven
Dirigido por la comunidad
♡ Culturally responsive
Culturalmente receptivos
♡ Inclusive
Inclusivos
GOALS objectivos
→ Children are healthy, engaged + learning
Niños están sanos, participando y aprendiendo
→ Caregivers, adults + families are engaged, interactive + responsive
Cuidadores, adultos, y familias están participando, son interactivos y receptivos
→ Places, spaces, + environments that impact children are safe, supported + connected
Lugares, espacios, y ambientes que impactan a los niños son seguros, están apoyados y conectados
→ The East Denver community prioritizes children + families
La comunidad del Este de Denver prioriza a los niños y las familias

ACTION PLAN

EAST SIDE UNIFIED | UNIDO

VISION

a strong East Denver community where all children and families are valued, healthy, and thriving

MISSION

To build a thriving network of support systems and a community-wide commitment to leveling the playing field for young children so they can succeed in school and in life

CORE VALUES

CHILD FOCUSED & FAMILY CENTERED

we seek to create equity of opportunity for all children, honoring and embracing the experiences and diversity of families

APPRECIATIVE OF CULTURAL HERITAGE

we preserve, value, and acknowledge the rich history and culture of the neighborhoods and the people who live within them

COMMUNITY DRIVEN

we are led by authentic community voice, building on the assets and gifts that exist within the five neighborhoods

CULTURALLY RESPONSIVE

we respect, honor, and incorporate diversity and are responsive to culture, language, and abilities

INCLUSIVE

we value all children, youth and adults who live, work, learn and play in this community

GOALS

Children are healthy, engaged, learning, and exploring

Caregivers, adults, and families are engaged, interactive, and responsive

Places, spaces, and environments that impact children are safe, supported, and connected

The East Denver community prioritizes children and families

STRATEGIES

RESILIENCE

Build resilience in all who are part of the community

RELATIONSHIPS

Enhance connections that build relationships, trust and a sense of belonging

OWNERSHIP

Promote engagement and ownership at individual, program and community levels

HOLISTIC APPROACH

Support holistic, multi-dimensional approaches to comprehensive health and learning in homes, schools and community

ECCP Shared Messaging 2018

EARLY CHILDHOOD COLORADO PARTNERSHIP

Shared Messaging Goal: Support early childhood stakeholders across the state to speak from a collective voice, engage more audiences and mobilize action to support for children and families in Colorado.

2018 Strategies:
Communicate the value of the Shared Message Bank to the ECCP network and beyond.
Provide technical assistance and support to partners integrating the Shared Message Bank into their work.
Support and provide ongoing professional development to the Mentor Team.
Build tools and resources into the Shared Message Bank platform for ECCP partners to utilize.

VISION

Ensure all Colorado children are valued, healthy and thriving.

MISSION

Advance the vision of the Early Childhood Colorado Framework statewide using a collective impact framework allowing cross-sector partners to improve early childhood system effectiveness.

CORE FUNCTIONS

- Convening
- Connecting
- Collaborating
- Capacity Building
- Communicating

GUIDING PRINCIPLES

- We are a statewide effort that involves both state

JANUARY - MARCH 2018

PROFESSIONAL DEVELOPMENT
✓ Provide coaching and training opportunity for mentors and frequent users*

OUTREACH & COMMUNICATION
- Develop internal communication and outreach plan for SM efforts
- Connect with other EC communications efforts in Colorado*
- Engage in capacity building with communications/PR firms*

EVALUATION
✓ Update and enhance

APRIL - JUNE 2018

PROFESSIONAL DEVELOPMENT
❑ Create online space for discussion about framing, Q&A, TA (revisit in fall)

OUTREACH & COMMUNICATION
✓ Increase outreach on uploading to Campaign Map
❑ Craft social media campaign full network can take part in

EVALUATION
✓ Ongoing tracking of efforts via administrative tracking tools*
✓ Canopy MSW intern performs mini-interviews to inform

JULY - SEPTEMBER 2018

PROFESSIONAL DEVELOPMENT
❑ Pilot a framing café—informal, statewide, perhaps regional (Spring 2019)

OUTREACH & COMMUNICATIONS
❑ Promote new online tools
❑ Launch video clips

EVALUATION
✓ Capture, analyze baseline feedback from survey, mini-interviews

OCTOBER - DECEMBER 2018

PROFESSIONAL DEVELOPMENT

OUTREACH & COMMUNICATIONS
❑ Promote new online tools, video clips

EVALUATION
❑ Craft RFP/onboard evaluators
✓ Develop and administer annual survey to full network

INFRASTRUCTURE
❑ Develop before/after framing examples (tool)
❑ Consider future additions to SMB

The Takeaway: Roles, Responsibilities, Routines

- Show up. Speak up. Follow up. Celebrate Up.
- Roles & Responsibilities
- Checking in & Accountability
- There’s power in checking things off

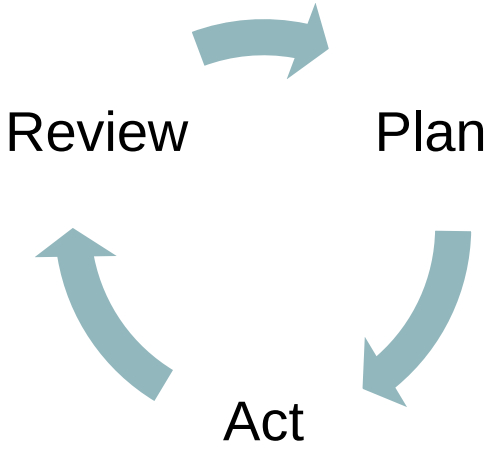
Learn

The big deal about data-driven decision making

Data-Driven Decision Making Made Simple

1. Establish clear results—begin with the end in mind
2. Define how you will measure results—from X to Y by When
3. Include key partners in defining strategies that will work
4. Get the story behind the data—what would work to improve the situation?
5. Try something
6. Learn from what you tried—what worked? What didn't? What can you try next time?
7. Repeat.
8. Make it part of your culture.

Continuous Improvement, By Any Name



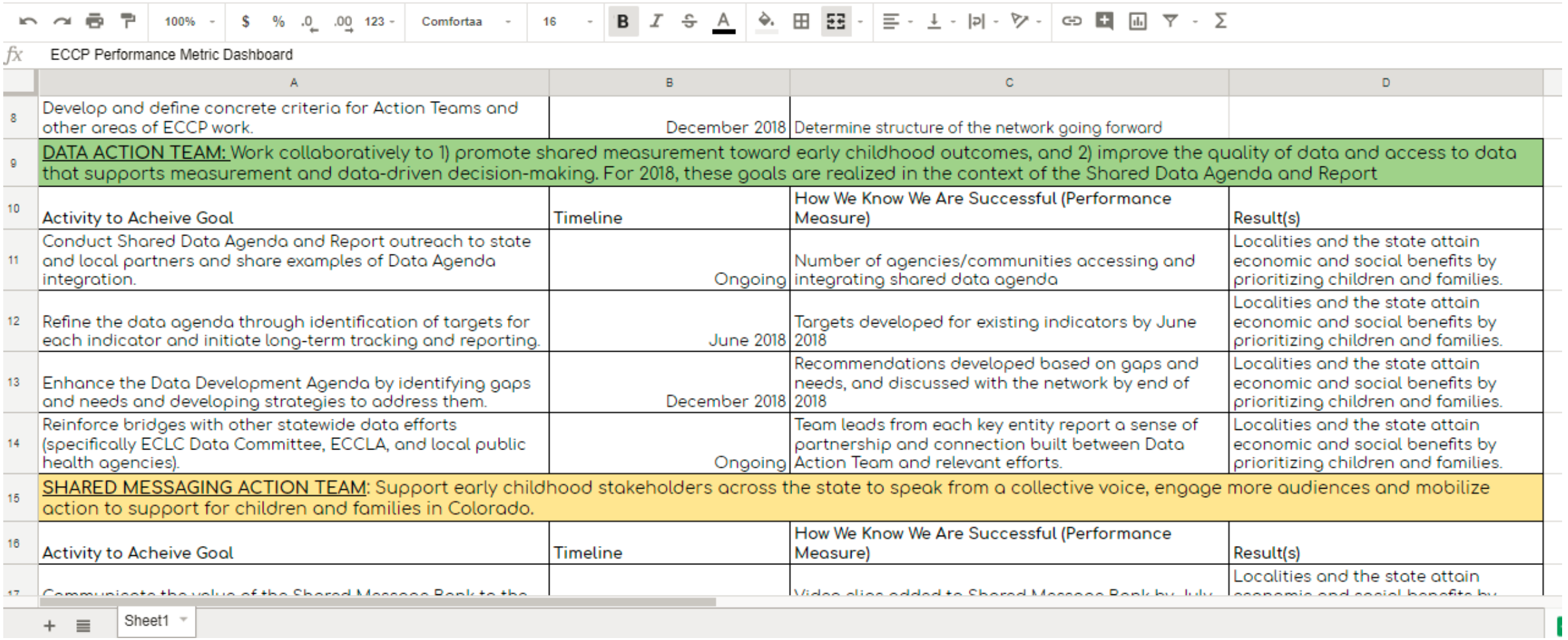
Expectation: See What Sticks, Fail Forward

- Continuously acknowledge the complex nature of the work
- Be willing to experiment! See failure is a valuable learning experience
- Failure as a key ingredient to continuous improvement
- Making this part of group norms and values

The Takeaway: Simple can contribute to a clearer picture

- Quick evaluations at the end of every meeting
- Checking in with members in small group/1-1 formats
- Tracking using data dashboards

Data Dashboard Example



ECCP Performance Metric Dashboard

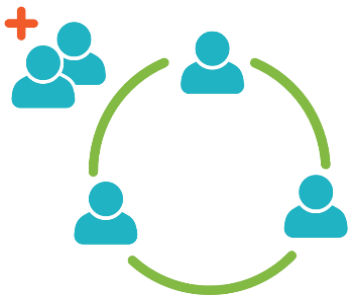
	A	B	C	D
8	Develop and define concrete criteria for Action Teams and other areas of ECCP work.	December 2018	Determine structure of the network going forward	
9	DATA ACTION TEAM: Work collaboratively to 1) promote shared measurement toward early childhood outcomes, and 2) improve the quality of data and access to data that supports measurement and data-driven decision-making. For 2018, these goals are realized in the context of the Shared Data Agenda and Report			
10	Activity to Acheive Goal	Timeline	How We Know We Are Successful (Performance Measure)	Result(s)
11	Conduct Shared Data Agenda and Report outreach to state and local partners and share examples of Data Agenda integration.	Ongoing	Number of agencies/communities accessing and integrating shared data agenda	Localities and the state attain economic and social benefits by prioritizing children and families.
12	Refine the data agenda through identification of targets for each indicator and initiate long-term tracking and reporting.	June 2018	Targets developed for existing indicators by June 2018	Localities and the state attain economic and social benefits by prioritizing children and families.
13	Enhance the Data Development Agenda by identifying gaps and needs and developing strategies to address them.	December 2018	Recommendations developed based on gaps and needs, and discussed with the network by end of 2018	Localities and the state attain economic and social benefits by prioritizing children and families.
14	Reinforce bridges with other statewide data efforts (specifically ECLC Data Committee, ECCLA, and local public health agencies).	Ongoing	Team leads from each key entity report a sense of partnership and connection built between Data Action Team and relevant efforts.	Localities and the state attain economic and social benefits by prioritizing children and families.
15	SHARED MESSAGING ACTION TEAM: Support early childhood stakeholders across the state to speak from a collective voice, engage more audiences and mobilize action to support for children and families in Colorado.			
16	Activity to Acheive Goal	Timeline	How We Know We Are Successful (Performance Measure)	Result(s)
17	Communicate the value of the Shared Message Bank to the		Video clips added to Shared Message Bank by July	Localities and the state attain economic and social benefits by

Sheet1

CIVIC NETWORK

A free, web based tool designed to support collaborative efforts

- Create shared working space for networks and collaboratives
- Share documents, tools, and best practices within your network and with others
- Track progress toward actions and outcomes
- Learning who is doing what, where,
- and toward what outcomes
- Find new partners and networks



http://civicnetwork.io

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Find People and Networks

MEMBERS

NETWORKS | PEOPLE | ORGANIZATIONS

SEARCH | ISSUE AREA | COUNTY | APPLY

Agriculture, fishing and forestry
Agriculture
Food security
Forestry
Fishing and aquaculture
International relations
Goodwill promotion

Sharee Hia
Denve
Boulde

Abby English Waldbaum
Arapahoe County

Ian Stewart
Boulder County

ISSUE AREA(S):
Arts and culture
Philanthropy
Religion

Heather Matthews
Boulder County

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MENU

Contact this Person

Member Locations
Colorado Statewide
Denver County

Issue Areas
Arts and culture
Humanities
Community and economic development
Community

Connect
Linkedin

MELANIE SONESON

PERSON

BIO

I have been working for Denver's Early Childhood Council as the Professional Development Assistant for over two years now. With the help of the Council through their dedication to staff PD, I have received a credential as a Signing Time Instructor, which enables me to train 0-8 yr teachers on how to implement and use American Sign Language in their classrooms and have recently been promoted to the Career Pathways Coordinator, which will enable me to expand our Career Pathways offerings and supports for Early Childhood Providers in

NETWORKS THAT I AM INVOLVED IN: | FIND NETWORKS

Expanding Availability of Qua...

Strengthening Working Familie...

Civic Canopy

NETWORKS THAT I AM MANAGING | CREATE A NETWORK

SWFI

stands for

trengthening Workin
Families Initiative

Abbreviations.com

Login to join this network

Network Coordinator

Meghan Chaney

Contact Coordinator

Network Locations

Adams County
Arapahoe County
Denver County

Issue Areas

Education

STRENGTHENING WORKING FAMILIES INITIATIVE (SWFI) CHILD CARE LEARNING COMMUNITY

NETWORKS

HOME | DOCUMENTS | MEETINGS | ACTIONS | OUTCOMES | MEMBERS

ABOUT

The purpose of the SWFI Child Care Learning Community is to identify systemic barriers to childcare – including cost, quality and service capacity - for low-income parents in the Denver-Adams-Arapahoe reg seeking employment and career advancement, and to ascertain potential solutions.

DOCUMENTS See All

Map of LC Process
Revised 5/16/17

Child Care Economic Action Team Plan
Revised 4/09/18

Results of January 2018 Learning Community Meeting

MEETINGS See All

11 Jun
Learning Community Meeting - "Sustaining Momentum"
1:00pm
710 Alton Way Denver CO 80230

19 Jun
June Planning Team Meeting
3:00pm
3532 Franklin St. Denver CO 80205

SHARED MESSAGING ACTION TEAM AND MENTOR TEAM

HOME | DOCUMENTS | MEETINGS | ACTIONS | OUTCOMES | MEMBERS

+ Add Action

ACTION	USER	DUE DATE	STATUS
Build tools and resources into the Shared Message Bank platform for ECCP partners to utilize.	Hanna Nichols	2018-12-31	In Progress
Support and provide ongoing professional development to the Mentor Team.	Hanna Nichols	2018-12-31	In Progress
Provide technical assistance and support to partners integrating the Shared Message Bank into their work	Hanna Nichols	2018-12-31	In Progress

MEETINGS See All

9 Apr
Follow up Meeting 1
3:00pm
3532 Franklin St Ste F denver CO 80205

10 Apr
Child Care Economic Action Team meeting
9:30am
CCA Lowry, West Quad, 203 conf room Denver CO 80230

11 Apr
Public Policy Action Group
1:00pm
TBD - Probably Community College of Aurora, Lowry Campus Aurora CO 80230

19 Apr
April Planning Team Meeting
3:00pm
3532 Franklin St. Denver CO 80205

+ Add Meeting

Culture of Collaboration: A Way of Being

Activity: Where Are You Stuck?

Reflect for a moment: **Where do you feel most "stuck" in your collaborative work?**

- Look around the room and notice flip charts with each of the 5 elements of the Community Learning Model on the top of each paper.
- Head to the flip chart that corresponds with where you are the most stuck.

Activity: Where Are You Stuck?

What might be causing you to be stuck in this place?

Are you seeing any ways you might become “unstuck?”

- Discuss for a few minutes with others. Record your thoughts on your flip chart with writing or drawings.

Activity: Gallery Walk

Grab a marker and take a few minutes to walk around the room.

- Share your experiences, ideas, advice, and observations connected to each element.
- When you've seen this done well, what conditions are in place? What happened? Is there a specific tool or activity you'd recommend to others?

THE CIVIC CANOPY

THE MANY WORKING AS ONE FOR THE GOOD OF ALL

Hanna Nichols & Meghan Chaney

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www.civiccanopy.org