NTACT THE COLLABORATIVE

Systems Level Inter-agency Collaboration

How One State Made it Work!

WELCOME

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Please engage in today's discussion

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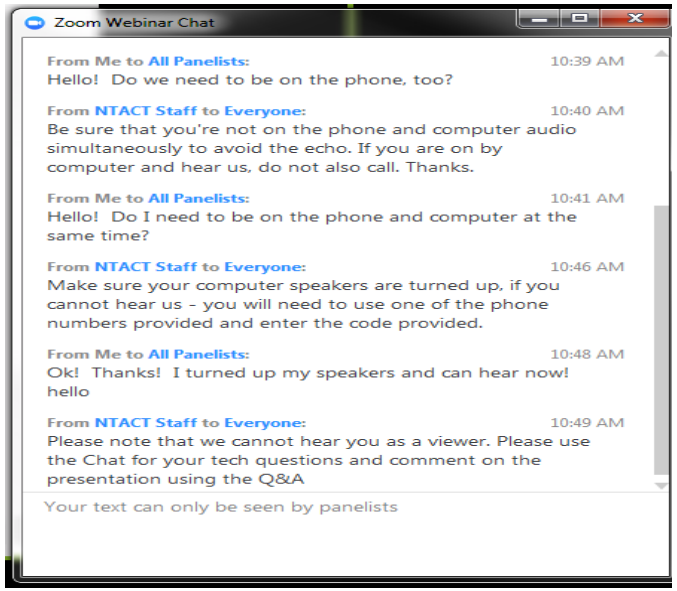

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Start Recording

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Systems Level Inter-agency Collaboration

How One State Made it Work!

Collaboration

An unnatural act between non-consenting adults.

- Jocelyn Elders

A team is not a group of people who work together. A team is a group of people who trust each other.

- Simon Sinek

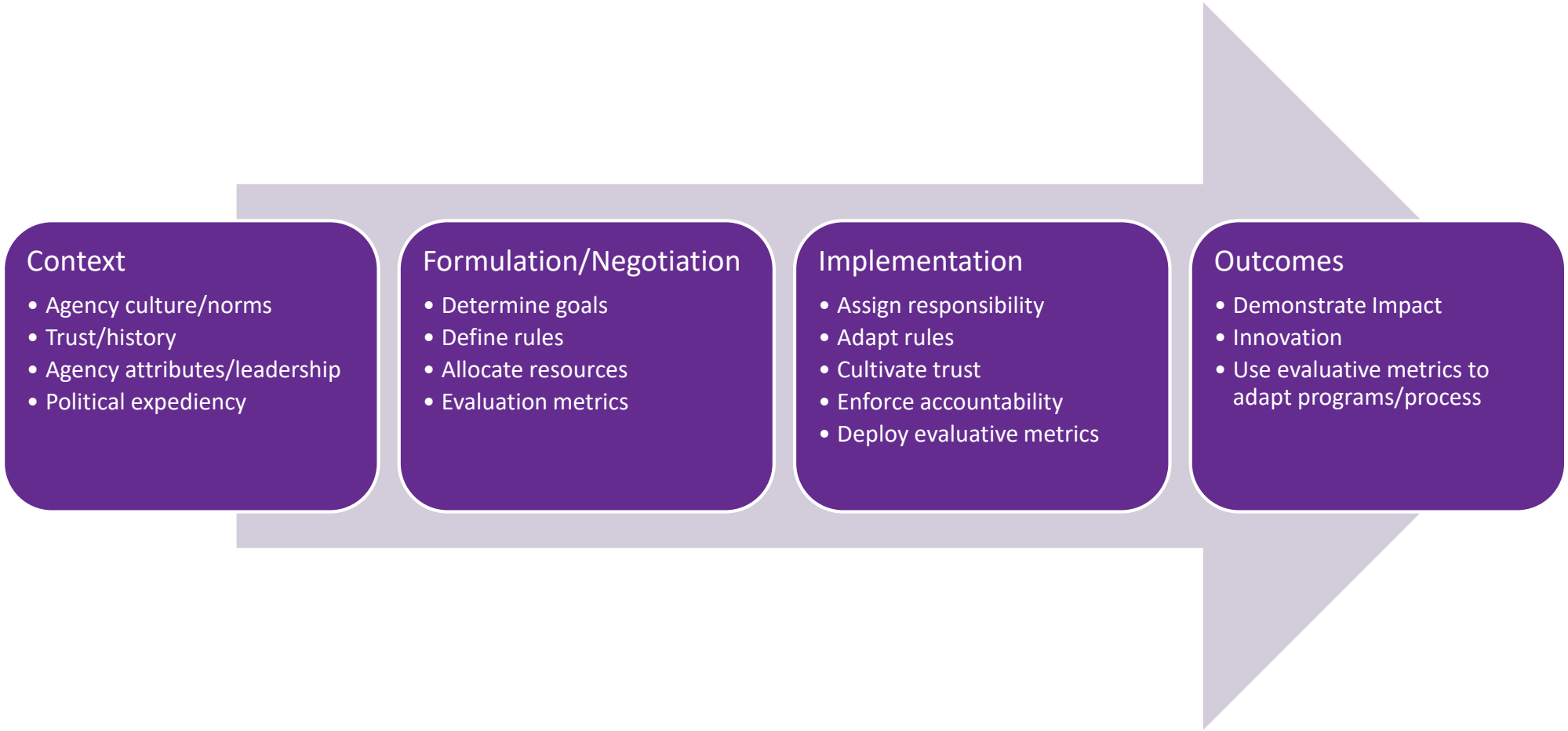
Interagency Collaboration & Transition

→ Predictor of positive post-school outcomes for students with disabilities (Test et al., 2009)

→ But one of the least empirically validated/studied practices of student outcomes

- CIRCLES
- Maryland Seamless Transition Coalition (Fabian et al., 2016)

Conceptual Model of Inter-agency Collaboration



Adapted from Ward et al., 2018, *Am. J. of Public Admin*

State Agency Transition Collaborative of Maryland

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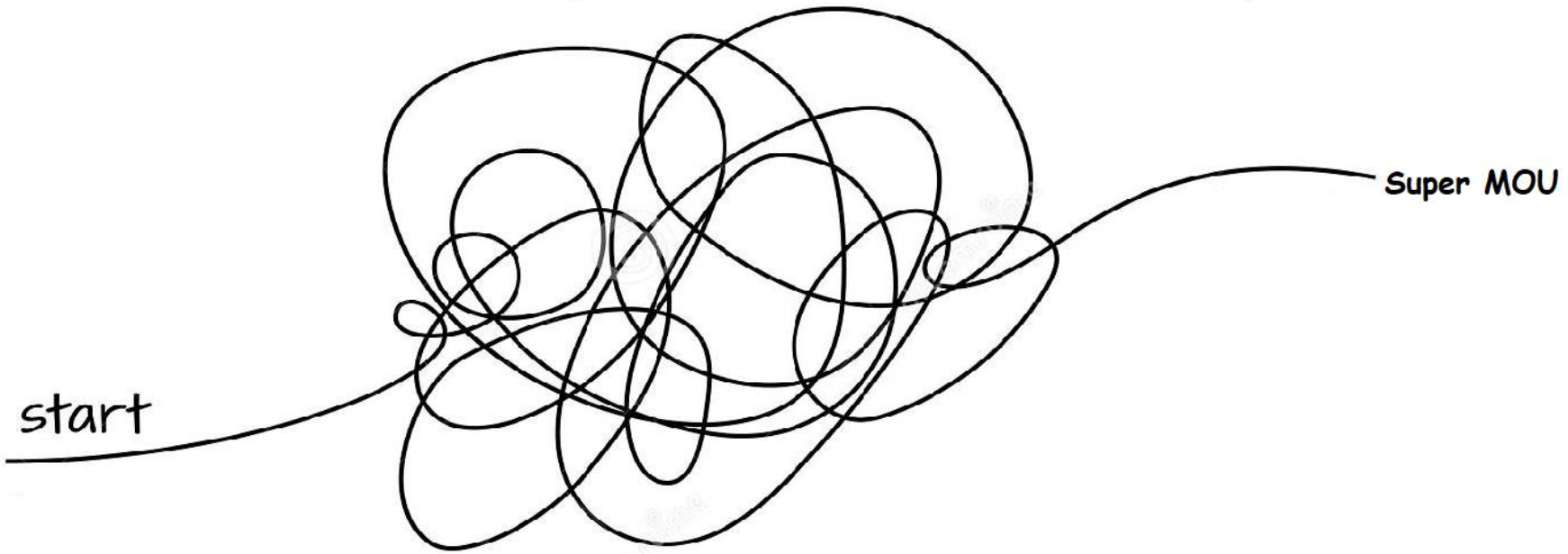
State Agency Transition Collaborative of Maryland (SATC)… but we didn’t start out like this!

VISION
ACTION
OUTCOME


start
Super MOU

Where we started……..

- MD Dept. of Disabilities, Employment First Workgroup, Interagency Transition Council and more
- lots of vision, LOTS of meetings, as well as other responsibilities, state agency transition representatives wearing many hats, as well as some finger pointing based on lack of understanding/silos
- 2015 NTACT--opportunity for external support to move us from vision into action, better understand the different systems, engage support from leadership.
- Emphasis on state agency partners and commitment vs appointed.
- But you can start as one person, seeking out and getting to know individuals at agencies you want to engage with and begin to assemble a like minded cadre. Tool to help you think through key partners and to being to map/measure your level of engagement is available as a handout.

Our Team

- State Partners:
  - Maryland Department of Disabilities (MDOD);
  - Maryland State Department of Education (MSDE) Early Intervention and Special Education, Career and College Readiness, and Division of Rehabilitation Services (DORS);
  - Maryland Department of Health, Behavioral Health Administration (BHA) and Developmental Disabilities Administrations (DDA); and
  - Maryland Department of Labor (Labor)
- Other Invited Partners:
  - Parent's Place (Parent Training and Information Center),
  - Local School Systems (LSS- 2 representatives), and
  - Higher Education (UMD CTCI).
- Consideration for additional partners as appropriate

Once we had our team…….

Modern Day Speed Dating

Don’t start with…”I want to get married…..” OR “let’s create an MOU”

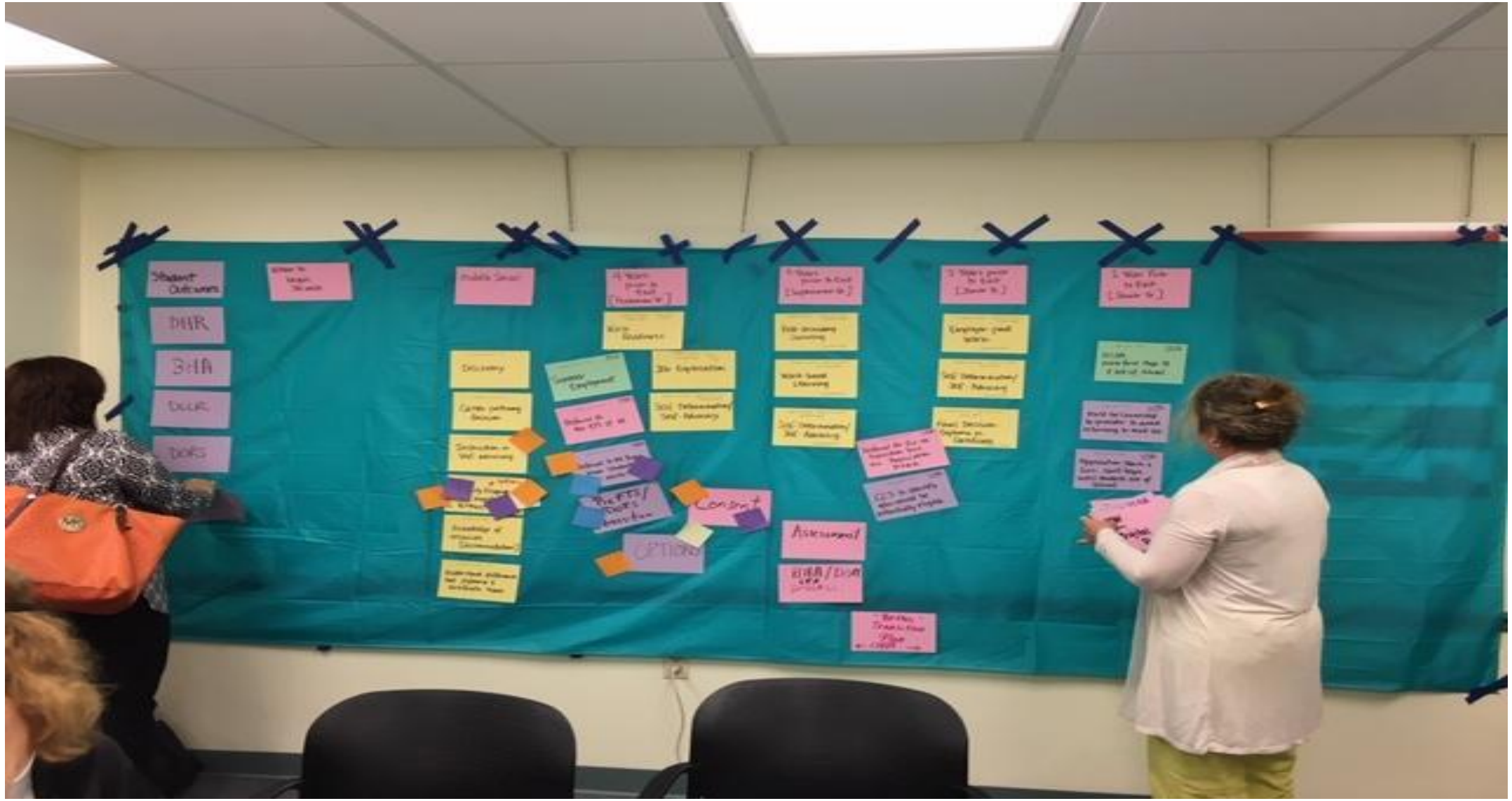
Let’s get to know each other.

What do we have in common?

Collectively, what is your group’s purpose?

Role of NTACT:C

- TA Facilitators- true partners in the work
- Basic understanding of all partners
  - What are their non-negotiables?
  - What is their “work”?
  - Are there commonalities or ways to support each other?
  - Agency/Federal requirements?
- Formalizing the vision/mission
- Creating structure/consistency- We had an “ah-ha” moment…….


Student Outcomes
DHR
DOR
Consent
OPTIONS
Assessment

Outcome of the Sticky Wall…..

- Identification of gaps in service
- Creation of an Internal Flow of Services
- Understanding of what each partner brings to the “transitioning” table
- Effective tool to share with leadership

We became SATC-MD……

- We branded our self by naming the group, State Agency Transition Collaborative (SATC) of Maryland, AND creating a logo
- We created a Vision statement:

  All students will exit school informed and connected to community, career and/or college.
- We developed an information brief of our membership and roles.
- Team members committed to regularly scheduled SATC meetings (monthly).
- We committed to regularly scheduled update meetings with leadership.

Our deliverables and shared work….

- TA Plan
- Monthly facilitated meetings
- In person meetings
- Agenda development
- Product Development
- Leadership involvement
- Impact/connection to the field (common messaging and training, collaboration in the field, etc.)
- Formalize individual agreements between partners with TA assistance (Inc. data sharing)

Exploring a formal agreement…

- Developed a formal agreement between state partners to make sure the group/work is sustained
  - State agencies recognized the value of the work and agreed to formally commit to the work
  - The agreement made sure that the team was dependent on positions and not people

- TA used in the development of the agreement

Lessons Learned/Strategies

- Just start (even if you are connecting with one partner!)
  - If you build it…they will come!
- The work is dependent on positions, not people
- Consider this a formal commitment to the group
- SATC-MD operates as one department with coworkers
  - We acknowledge that we all come from different systems, but operate like our own agency with a common goal
- Use the internal buy-in (within SATC-MD)
  - members push up and out- to leadership and state
- Don’t be afraid of getting messy!

Lessons Learned/Strategies

- Shared responsibility- no “us” vs. “them” mentality- it’s OUR youth/outcomes
- Be mindful of finding the right people to participate
- Consider access to resources through partners not otherwise known about (just in time technical assistance)
- Decide what you agree: commitment towards several state agencies that saw the value in the work
- COMMUNICATION is key (not operating in a silo)

Parting Thought…
COMMUNICATE!

"Communication to a relationship is like oxygen is to life. Without it, it dies." – Tony Gaskins

- Start where you are and communicate with partners to start building relationships
- Invest in *Quality* of communication (not just email invite)
- Rely on each other for TA (access to TA from each other in real time)
  - This also empowers YOU as a resource for your agency.

Next Steps for SATC-MD

- Expand membership to include Social Services and Juvenile Services
- Continue to develop and disseminate cross agency family friendly materials
- Continue to coordinate messaging and trainings
- Linkage tool/data sharing

Resources You Can Use

- Map to be used at state and local level to see how well you are making and sustaining individual connections and to determine who else should be at the table
- MD Super SATC MOU

  https://dors.maryland.gov/crps/Documents/SATC-MD_Super_MOU_2021.pdf

- TECHNICAL ASSISTANCE!!!

Session Evaluation and Follow Up

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→ **You will be receiving a reminder email from Zoom one day after this afternoon's webinar as a reminder to complete the evaluation for today's session.**

→ **If you have any questions or need additional information, please send an email to ntact-collab@uncc.edu**

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thank you
danke
рахмат
謝謝
ngiyabonga
teşekkür ederim
gracias
merci
obrigado
Баярлалаа
спасибо
faafetai lava
mersi
barka
welalin
tack
dank je
vinaka
спасибі
blagodaram
misaotra
matondo
paldies
grazzi
mahalo
tapadh leat
хвала
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dankie
dhanyavad
nanni
nandri
mauruuru
köszönöm
bedankt
bayarlalaa
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IDEAs that Work

Office of Special Education Programs
U.S. Department of Education

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