Building and Fostering Connections

Between your FBO and EHDI Programs

Presented by Carrie Balian and Ginger Mullin
Objectives

1. Participants will be able to identify 3 different activities that support the partnering between FBO's and EHDI programs.
2. Identify at least two recommendations that participants can act on within the next week to establish or deepen the connection between EHDI programs or parent partners.
3. Create a plan for the parent-to-parent support programs to provide process/outcome measure documentation (a.k.a DATA) that supports EHDI program funding.
MEET THE GROUP

GBYS Coordinator
Carrie Balian

EHDI Coordinator
Ginger Mullin

ILHV Exec. Director
Andrea Marwah

EHDI Support Staff
Kate Jordan
Both programs have objectives that they want to meet. Many of these intersect. Through an understanding that we can freely brainstorm our "wants" and "dreams" we are able to determine where to start.

When we first started over 15 years ago it was before our FBO was even started. We met at an event and worked on a small task force within our state.
"As a parent I have the opportunity to be part of something bigger, to make a difference for those who come after me. It didn’t matter what my background or skills were I knew I had something to contribute."
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01 Communication
What does this look like currently?
Do you know how to reach each other?
Intimidated? Unsure?

02 Connecting
Have they met your team?
Has your team met them?
Do you work together on other projects?

03 Partnering
Do you participate as a parent representative?
Do you attend stakeholder meetings?

04 Funding
What grants do they receive?
What time frame do they run?
What are the grant objectives?
"Communication works for those that work at it"
- John Powell
COMMUNICATION BASICS

- What does this look like currently?
  - Frustrated – because there is no communication?
  - Joyous – because there is...
- Do you know how to reach each other, what is preferred? Don't assume.
- Intimidated? Unsure? Maybe they are too!
COMMUNICATION

Be Intentional
- Ask for a meeting/set up ongoing meetings
- Brainstorm
- Create goals

Follow Up
- If you promise something, do it and be honest when you can’t
- Pick up where you left off
- Don’t be afraid to be the “driver”

Share
- What is happening in your program / your goals
- Outreach opportunities – can you put in a word for them?
- Reports/Newsletters

To the Point
- Don’t beat around the bush!
- Share goals – where do they intersect?
"Eventually everything connects – people, ideas, objects. The quality of the connections is the key to quality, per se"

- Charles Eames
MAKING CONNECTIONS

01 Introductions
- Do they even know who you are?
  Don't assume.
- Intro card – visual learning
- Show some personality, it's less intimidating, shows life.
- Share what you can do for them.
- Woo-hoo's and Boo-hoo's

02 Invite
- Have they met your team?
- Has your team met them?
- Give them opportunities to meet children who are DHH.
- Do you work together on other projects?

03 Build Trust
- Have each other's back.
- Offer something
  - Including flier in parent mailings
  - Grand Rounds to share about EHDI/parent support

04 Check in
- Don't wait to connect until you need something.
- Be genuine, ask how things are going.
- Offer support, ask how you can help.
“Partnership is not a posture but a process – a continuous process that grows stronger each year as we devote ourselves to common tasks”

– John F. Kennedy
PARTNERING BASICS

Let's start here:

- Do you participate as a parent representative on committees?
  - Do you look for and share parent opportunities?
- Do you attend stakeholder meetings?
  - Do you ask your FBO to share an update at the stakeholder meeting?
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<thead>
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<th></th>
<th>Representation</th>
<th>Availability</th>
<th>Opportunities</th>
<th>Celebrating</th>
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<tbody>
<tr>
<td><strong>Not doing</strong></td>
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<td><strong>In progress</strong></td>
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<td>Advisory Committees – share responsibility</td>
<td>Be flexible, outside of &quot;office hours&quot;</td>
<td>QI workgroups/Focus Group</td>
<td>Motivate providers</td>
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<td>More than one – include others, develop leaders</td>
<td>You’re busy, we get it Boundaries are healthy</td>
<td>The parent voice</td>
<td>Healthy competition</td>
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<td>Outreach – underserved communities</td>
<td>Step in for them when they can’t</td>
<td>Newsletters/Reports</td>
<td>Awareness of both programs goals</td>
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<td>Slip right into their grant</td>
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<td>Resources / Materials</td>
<td>Accomplishments of each other</td>
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<td></td>
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<td>Use parents to create</td>
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So where are you as an FBO, as an EHDI team in partnering? Not doing? In Progress? Completed? **What three interest you?**
"Opportunity is missed by most people because it dresses in overalls and looks like work"

- Thomas Edison
<table>
<thead>
<tr>
<th>Grants</th>
<th>Objectives</th>
<th>Data</th>
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<tr>
<td>What grants are</td>
<td>What is the purpose of the grant?</td>
<td>What data is wanted?</td>
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<td>applied for?</td>
<td>What time frames do the grants run?</td>
<td>What data can you provide?</td>
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<td>What is the timeline?</td>
<td>Do you have a process in place to</td>
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<td>collect and share?</td>
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<td>What do the grants run?</td>
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<td>Where does it all intersect?</td>
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<td>What can the FBO do, share the load!</td>
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TAPPING INTO TALENTS

01
Parents are Professionals
- Backgrounds in social work, education, graphic design, grant writing, editing, marketing, translation

02
Connecting
- Where do personalities and passions match or drive others to grow and make the best use of their time?

03
Retaining Talents
- Supporting parent professionals in their growth by offering opportunities in needed directions

04
Resources & Timing
- One program may have the ability to make things happen in a more timely fashion without barriers
WHAT IS FEHDI?

How do we measure enrollments in parent support and keep it consistent nationwide?
CHANGES IN AGE OF INFANT AT REFERRAL AND ENROLLMENT

**Age of Infant at GBYS Referral**

- Birth to 6 Months: Before Referrals - 250, After Referrals - 0
- 7 Months to 1 Year: Before Referrals - 0, After Referrals - 0
- 1 Year to 2 Years: Before Referrals - 0, After Referrals - 0
- 2 Years and Up: Before Referrals - 0, After Referrals - 0

**Age of Infant at GBYS Enrollment**

- Birth to 6 Months: Before Referrals - 100, After Referrals - 25
- 7 Months to 1 Year: Before Referrals - 50, After Referrals - 25
- 1 Year to 2 Years: Before Referrals - 25, After Referrals - 0
- 2 Years and Up: Before Referrals - 0, After Referrals - 0
Enrolled in Parent-to-Parent Support

NO LATER THAN 6 MONTHS OF AGE

EARLIER SUPPORT

Before Direct Referrals

12%

Enrolled in GBYS no later than 6 months of age

After Direct Referrals

80%

Enrolled in GBYS no later than 6 months of age

These percentages reflect infants who were enrolled in GBYS.
RACIAL EQUITY

Percent Increase of Infant Racial Diversity of Infants Enrolled in GBYS

- Caucasian
- Latino
- Black/African American
- Pacific Islander
- Multiracial

Of the infants enrolled in GBYS, infant race was analyzed before and after direct referrals.

Percent increase was calculated for each race. The biggest increase was seen in Black/African American infants.
**Connection to Services**

- **Enrolled** - Have an active IFSP with EI
- **Not enrolled** - Not connected with EI
- **Pending** - Received paperwork and/or a call but no IFSP
- **Aged out** - Child is too old for EI services

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**GBYS Enrollment: Early Intervention Status Change**

- Reaching families earlier than ever. No infants after referrals were aged out of Early Intervention by the time of GBYS enrollment.

- The majority, 76%, of infants enrolled in GBYS were either pending or not enrolled in Early Intervention.
WHERE TO NEXT?

- Fostering Joy
- Focus Groups
- Disparate Populations
- More SNIPPETS
- Collaboration of Low Incidence Sensory Programs
- Sustainability Planning
- Multimedia Education
- DHH Adults
- Translated Materials
- Defining Language & Literacy Data Collection
- Awareness about Late Onset
- Celebrating
How can you "double dip"?

What hidden talents does your group have?

What are your "woo-hoo's and boo-hoo's"?

What is one small thing you can do by next Tuesday – supporting people, not just programs?
WHAT IS THE RECIPE?

FBO POV

- Trust
- Encouragement
- Flexibility
- Respect
- Vulnerability
- Boundaries
- Brainstorming in a safe space

EHDI POV
Thank You

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