



Step by Step to Partnership Success

1. INITIATE

If used in the context of the beginning of a partnership, this is the recruitment stage--finding each other. However, it can also be the rekindling of the relationship--the getting set for the new school year by making the first contact.

Do not just sit back and wait to be contacted. Make that call to your partner and set up a meeting.

Used in another context: businesses should feel free to **INITIATE** contacts for the school with other businesses in regard to becoming partners. Current business partners are your best ambassadors.

2. DEDICATE

You must get commitments from “the top” in order to succeed. This is absolutely essential in the establishment of a partnership! Be sure to be communicating with the business’s “decision maker.”

If the partnership is established, you can look at it in the following context:

- Once you have the commitment established, you must dedicate yourself to ensuring the success of the partnership. This does not happen by good intentions alone...it will take effort on the part of both partners.
- Treat your partnership as you would any worthwhile project. It requires organization and management. Like any good relationship, it requires attention, understanding and patience!
- Find the person(s) in your organization who will be **dedicated** to this program to serve as the contact person(s). Some businesses and schools handle this through committees.
- Once the contacts are established...you need to take time to get to know each other.

3. COMMUNICATE

As in any relationship, this is the absolute key to success!

Most problems in partnerships are related to lack of communication or poor communication.

You must get together to find out about each other. Visit each other so you can more clearly see what needs there are and visualize resources to meet those needs.

Businesses depend on schools to indicate how they can help. Schools need direction on what businesses are interested in doing.

A good starting point is using a type of business interest inventory or resource assessment tool which allows a business to indicate the areas in which they are willing and able to assist the school. By going over this form, the school can begin to formulate ideas on ways to utilize the resources indicated. It's a good idea to redo this each year to enable the business to indicate current interests.

Is it wrong to ask for money? That's the \$64,000 question!

Schools need to let businesses know what they need, and, unfortunately, schools often need things that cost money. Be sure to share ideas on how the business can assist in meeting the school's needs in various ways. Some partnerships are financial resource-oriented, others are human resource-oriented. This program is about communicating needs and working together to creatively solve problems.

If schools do not ask, businesses do not have the opportunity to say YES!

Get together at regularly planned intervals. How often depends on the needs/wishes of the partners involved. You will need to determine what is comfortable for the partner. Whatever the arrangement, keep the lines of communication open.

Example: A high school established a partnership committee made up of faculty members representing all curriculum areas. These members serve as liaisons to specific partners (usually to businesses that relate to their curriculum area). The entire group, faculty and business partners, meets on a monthly basis, during first period at school. They discuss activities at school, school needs, achievements, etc. Partners feel very connected to school!

However you choose to do it: Communicate your needs, your expectations of each other. Establish a clear vision!

Once the partnership is established, work together on a formal plan of action to get those good ideas and intentions on paper with an agreement form. This helps assure attention, continuity and resources. Expectations are very clear!

Communication should be on-going, planned and two-way...NOT JUST WHEN YOU NEED SOMETHING! Send each other your newsletters and share calendars.

Communicate within your school. Make sure everyone (parents and staff) is aware of the partnership!

Keep in communication with your district coordinator, as well. She will appreciate knowing what your partners are doing and can assist you with any needs.

4. PARTICIPATE

Just getting an agreement on paper is not enough. Remember....

"A vision without action is but a day dream."

The business partners need to feel a clear relationship with the school. If the main emphasis is on human resources, you must make sure that they are as personally involved as they wish to be.

Schools need to feel connected to the business, as well. Tour each other's facilities, meet each other's staffs. Invite each other to participate in events and training opportunities.

For example, the high school mentioned earlier: The business partners developed the idea to meet with curriculum groups on a teacher work day to discuss ways to be involved.

Let the community know that your school is interested in reaching out to the local businesses to encourage their participation in your school. List school needs in newsletters and post on community bulletin boards.

Bottom line: **Engage your partner emotionally to gain its loyalty!**

5. APPRECIATE

"The deepest principle in human nature is the craving to be appreciated."

Recognition means Retention!

Retention is the art of keeping the partners involved by encouraging their annual reenlistment and is the key to maintaining a strong, effective partnership. The decision to remain in the partnership relates directly to the benefits received by all of the participants.

Have pride in your partnerships.

Be sure that you are thanking the business partners often, both privately and publicly.

School personnel need appreciation, too! The more time business people spend in the schools, the more they are aware of the dedicated staff teaching in your school, the more they will be willing to assist with staff appreciation events.

You must not take each other for granted. This is a sure fire way to kill the relationship.

6. EVALUATE

Effective evaluation is in the interest of all partners. Good evaluation techniques will tend to motivate partners to become more deeply involved.

At some point, most likely at the end of each school year, you need to meet together to assess the partnership to determine if objectives were met. The evaluation can be an opportunity for the partners to increase their commitment or express concerns. If a partnership did not meet its objective, partners should evaluate activities which were not successful, incorporate new strategies and try again.

This will help determine direction for future activities. Businesses can evaluate level of involvement for the new school year. Also, partners can use the evaluation to fuel celebration of success.

Build on successes. Relationships take time to develop: we crawl, then stand, then walk, then run!

KEY: Partners need to be motivated by involvement in something that works!

The partnership must work for all involved!

7. CELEBRATE

Do not just work together... celebrate together!

Include partners in special events all through the school year.

Celebrate the impact of the partnership. Let them know they are making a difference. That work working together is making a difference in student achievement and behavior.

When you have gone through these 7 steps, you will need to start all over again.

A successful partnership is dynamic and cyclical!

The warning signs of an ineffective partnership are inactivity. Do not allow your partnership to STAGNATE!

Do not give up! Take the time to reinitiate and rededicate!



Sarasota County Schools

PALS PARTNERS IN EDUCATION

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1960 Landings Boulevard • Sarasota, Florida 34231

Phone (941) 927-9000 ext. 31500 • Fax (941) 361-6539

Email: palsoffice@sarasota.k12.fl.us