

**Characteristics of Effective Partnership Teams** (updated July 15, 2016)

	<b>Strategic Planning and Visioning</b>	<b>Partnership Team Building</b>	<b>Leadership</b>	<b>Professional Development Programs</b>	<b>External Collaboration</b>	<b>Communication and Advocacy</b>	<b>Research and Evaluation</b>
A	Engages in innovative, long-range planning for both program and partnership development	Operates from a place of mutual respect and understanding of each partner and each partner institution	Communicates and executes the shared vision of the Partnership Team	Reflects on and articulates what "quality" looks like for the professional development program; ensures the program meets quality standards	Creates programs that engage the community, including parents and students	Develops a communications plan	Establishes and evaluates Team Members' roles and responsibilities
B	Creates a well-articulated Partnership Agreement	Meets regularly and communicates strategically as a Partnership Team	Shares responsibility for the program and partnership	Addresses issues of accessibility and inclusiveness	Connects to similar organizations in the community	Cultivates interest in Partnership Team work with stakeholders and the public	Conducts a needs assessment to guide program design and offerings
C	Reflects on the quality and success of the partnership and program	Fosters personal relationships between Team Members	Secures buy-in from partner institution leadership	Stays informed on current issues in arts and education	Searches for allies in unlikely places	Shares successes with stakeholders and the public	Evaluates individual professional learning events as they occur
D	Develops a succession plan to address potential leadership changes	Supports the personal and professional growth of each Team Member	Dedicates needed resources of time, money, and staff to the partnership	Implements a process of teaching artist/workshop leader selection and training	Seeks out partnership opportunities beyond the community at the regional and state levels	Creates a marketing plan to engage educators in programs	Evaluates the full season of professional learning events
E	Documents and archives the program's history and methods of operation	Adheres to Partners in Education Participation Guidelines and meets required deadlines	Adapts and responds to change and demonstrates flexibility		Seeks opportunities to collaborate with other Partnership Teams within the network		Demonstrates the impact of professional learning programs on teachers and students and disseminates findings
F							Reflects and adjusts programs based on evaluation data