

# Follow-up Handout: Two-Way Communication and Feedback Loops Session

## Oregon Early Learning Hub Collaborative Team Charter

**Our shared purpose as a Learning Collaborative** is to learn together, innovate and adjust based upon data and analysis as we work across systems toward a shared vision for children for the first time in Oregon. We will create an environment and space for “real conversation” that allows us to learn together as we go and addresses:

- The spheres of influence and control locally and at the state
- Working together across systems for the first time
- Working together toward a shared vision as collaborators, not competitors
- How our overall reform is progressing towards our early learning outcomes

**We value** and care about the following as we work together to accomplish our shared purpose:

- Children and parents are our partners, and we believe that children can succeed
- Children who are at risk and those most impacted by disparities
- Reducing barriers - not just the barrier in front of you but having the mindset
- Using the collective impact frame
- Eliminating generational poverty
- A focus on short term outcomes and long term transformation
- Recognizing our unique qualities, building upon strengths, valuing our differences
- Curiosity – ask questions while avoiding judgments
- It’s ok to ask for help and clarity – “no wrong door” for hubs at the state

**Operating Agreements** - we will work together by the following list of agreements within which our team agrees to work:

*Internally as we work together as Early Learning Hubs and the State*

- Provide as much advance information possible about upcoming opportunities – clear communication
- Never surprise anyone
- We have a responsibility to help parents develop their children into productive and contributing citizens
- Work through hard times with honesty and to not talk negatively about each other
- Be productive, courteous and respectful of all those engaged in this effort
- Give the benefit of the doubt
- Acknowledge what I may know, someone else might not and it’s ok
- Create space for vulnerability

*Externally as we interface with external partners and decision makers*

- Stay positive about each other - not sharing information in a negative way
- Identify strategic engagement of relationships
- Manage relationships with people who are part of statewide organizations – how we move power as a collaborative
- Present problems with suggested solutions
- Share a common message to create excitement in communities that articulate reform at the state and local, public and private

*Propose to revisit and adjust our team charter annually.*