

Building a Preservice Pipeline: University and Community Collaborations

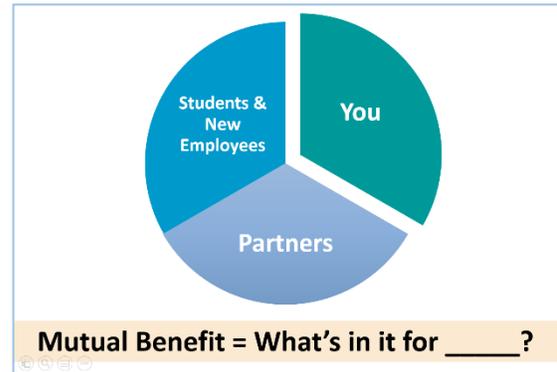
Texas ECI Leadership Summer Series Workshop #4

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What do YOU envision for a successful preservice pipeline?

NOTES:



Strategies for Addressing Staff Shortages from [2021 Tipping Points Survey](#)

(IDEA Infant/Toddler Coordinators Association)

- Increasing availability of tele-therapy
- Supporting local programs with retention efforts
- Raising or advocating for higher reimbursement rates
- Doing outreach to universities
- Collaborating with colleges to develop workshops
- Partnering with higher ed for internships
- Creating a state-level program to work with universities
- Working with universities to attract EI providers

Findings from VA's Early Intervention/Preservice Consortium

WHAT: Focus Groups with 12 local EI program managers

WHY: Learn about components of collaboration between higher ed faculty and EI programs, particularly targeting field placements

WHEN: February 2021

EARLY INTERVENTION/
PRESERVICE CONSORTIUM

Important Themes

- Relationships
- Clear communication and expectations
- Consideration of local program logistics
- Collaboration around field placements and developing knowledge and attitudes of students
- Shared commitment to hiring and retaining highly qualified personnel

EARLY INTERVENTION/
PRESERVICE CONSORTIUM

Pipelining is about having conversations, so shift the focus away from what you need and toward open-ended discussions about their goals.

LinkedIn Talent Blog, McLaren, 2019

Key Components of Building University and Community Partnerships

Hill et al., 2022; Keilty & Kosaraju, 2018; Lees & Kennedy, 2017

Component	Findings from VA Focus Groups	Strategies	Ideas You Want to Remember
Relationships	<p>Strong, ongoing relationships are essential!</p> <p>Need to be mutually beneficial so each partner understands what the other needs</p> <p>Need to have partner’s contact info</p>	<ol style="list-style-type: none"> 1. Find out who your partners are/could be and invite them to the table 2. Host a 1:1 virtual meeting or group/regional meeting 3. Invite faculty/partners to observe your program 4. Show interest in their programs 	
Communication	<p>Reciprocal, ongoing communication is important</p> <p>Communicate info early about EI as a career opportunity</p> <p>Help faculty and students learn about the real world of EI and what students/new hires need to know</p>	<ol style="list-style-type: none"> 1. Share your program’s strengths and needs 2. Ask about field placement/shared learning experiences 3. Collaborate on curriculum content 4. Listen to what they need too 	
<p>What are 2 things you can do to establish/strengthen relationships and communication with university and other community partners?</p> <ol style="list-style-type: none"> 1. 2. 			
Logistics	<p>Shared understanding of:</p> <ul style="list-style-type: none"> • MOU requirements • Onboarding requirement for student placements and new hires (background checks, etc.) • University requirements for course/license completion • How much time it takes to provide a quality field placement 	<ol style="list-style-type: none"> 1. Ask for a copy of the course syllabus and student evaluation rubric 2. Provide faculty with written guidelines for onboarding students/new hires, including the application process, interviews, requirements for background checks (costs, timelines), knowledge students need before placement/hiring 	
<p>What logistics that are currently in place in your program for student placements and new hires? How do you/could you share this info with your partners?</p>			
Collaboration	<p>Cultivate a shared responsibility for student/staff success</p> <p>Build course content/training opportunities to address shared needs together</p> <p>Share info with faculty about what makes a student “hireable”</p>	<ol style="list-style-type: none"> 1. Offer to co-create materials to support course content/staff training (videos, case studies, recorded interviews) 2. Offer to be a guest speaker 3. Invite faculty/students and other partners to observe visits 	

		<ol style="list-style-type: none"> 4. Consider placements options further away from the university (student's home?) 5. Share current trends and important issues to help faculty connect coursework to the real world 6. Encourage faculty to include new hire modules in coursework and integrate ECI's new employee self-assessment 7. Ask if you can share info about hiring opportunities 8. Consider how you can reach students EARLY 	
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Share 2 specific ideas for collaborating with universities and other partners to build the preservice pipeline.

What are you doing now? What would you like to try?

- 1.
- 2.

Our goals can only be reached through a vehicle of a plan, in which we must fervently believe, and upon which we must vigorously act. There is no other route to success.

Pablo Picasso

Make a commitment to yourself and your program. Based on the strategies and ideas you heard today, which activities you do you want to add to your action plan to build preservice partnerships?



- | | WHO | WILL DO WHAT | BY WHEN |
|----|-----|--------------|---------|
| 1. | | | |
| 2. | | | |
| 3. | | | |

NOTES: