PARTNER

Program to Analyze, Record, and Track Networks to Enhance Relationships

Presentation for: Partnering for Success

Maine Community Transformation Grant Making the Healthy Choice the Easy Choice for Maine Action Institute: April 25-26th, 2013



PARTNER is a free public health resource with support from **Robert Wood Johnson Foundation**WWW.PARTNERTOOL.NET



Goals for Today's Session

- Provide a conceptual foundation for thinking about collaboration in a network framework
- Introduce PARTNER: Program to Analyze, Record, and Track Networks to Enhance Relationships

www.partnertool.net

- Uses social network analysis methods
- Collects network data on community collaborative initiatives
- Used by public health practitioners to evaluate partnerships

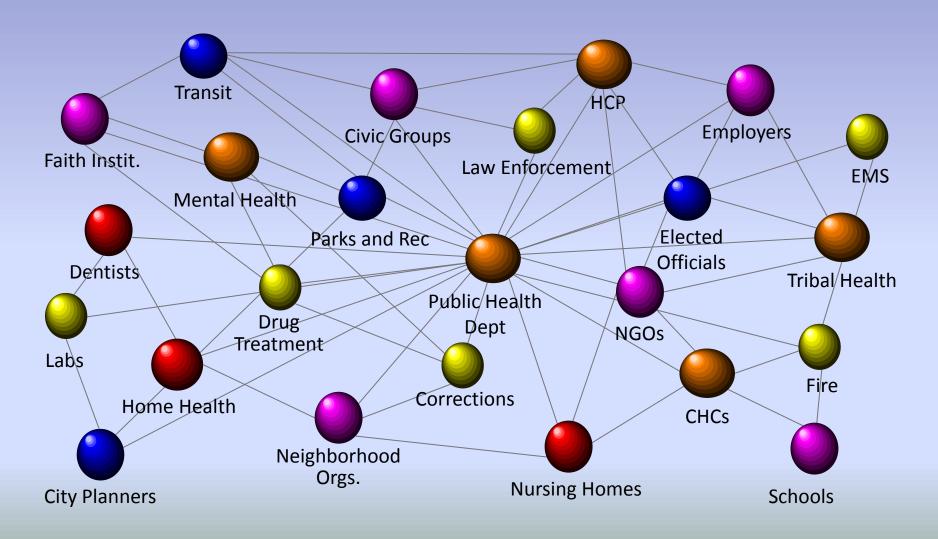
The Public Health Paradigm Shift

FROM	ТО
Operational planning	Strategic Planning
Focus on the agency	Focus on community & entire public health system
Needs assessment	Emphasis on assets and resources
Medically oriented model	Broad definition of health
Agency knows all	Everyone knows something

The Public Health Paradigm Shift

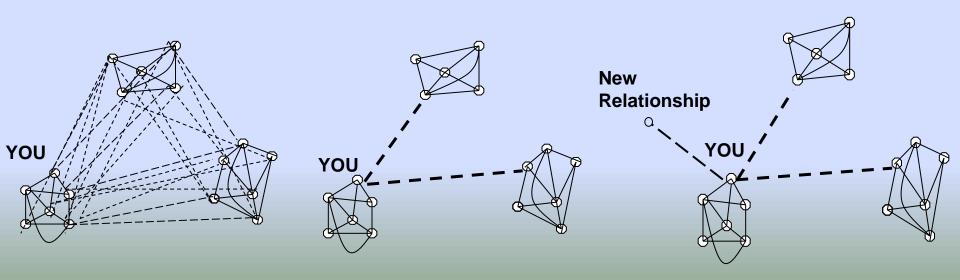
FROM	TO
Operational planning	Strategic Planning
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Working Across Boundaries is an Essential Public Health Function

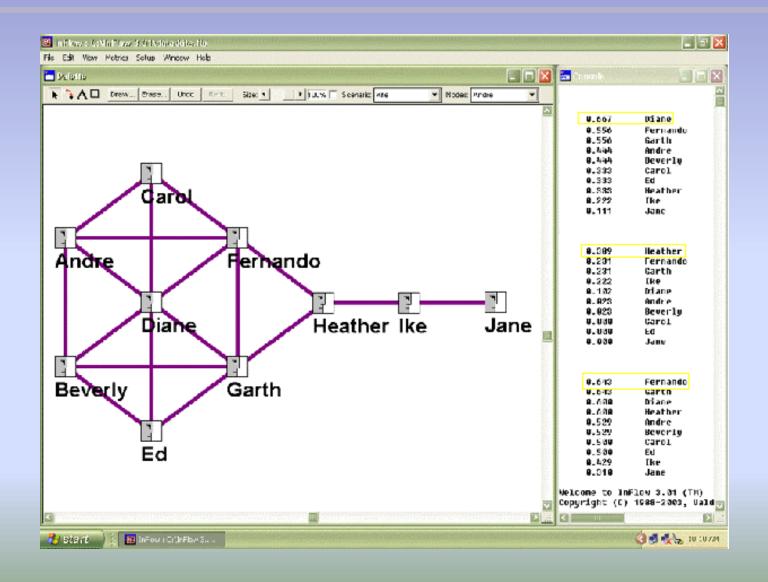


Why Do We Need New Concepts & Tools?

- Provide an additional way to evaluate partnerships.
- Current Assumption = More is better.
 - More partners = successful collaboration (counting noses)
- Alternative Assumption = Less can be more.
 - Not based on how many partners you have, but how they are connected.



Start Thinking Like a Network Scientist





Social Network Analysis

Social Network Analysis (SNA) is a method to gather and analyze data to explain the degree to which network actors connect to one another and the structural makeup of collaborative relationships (Scott, 1991).



Elements of SNA

- Collects data on who is connected to whom
- How those connections vary and change
- Focus on patterns of relations
- Distinct from the methods of traditional statistics and data analysis...theories, models, and applications are expressed in terms of relational concepts or processes.



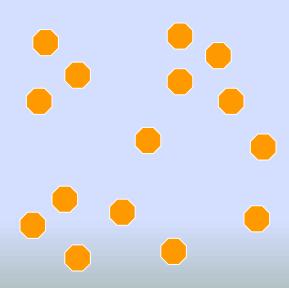
Elements of a Network: Nodes

Set of actors (nodes) connected by a set of ties

- Individuals
- Organizations, departments, teams

These nodes have attributes

- Any description of the node
- Often characterized by groups (e.g. gender, sector)

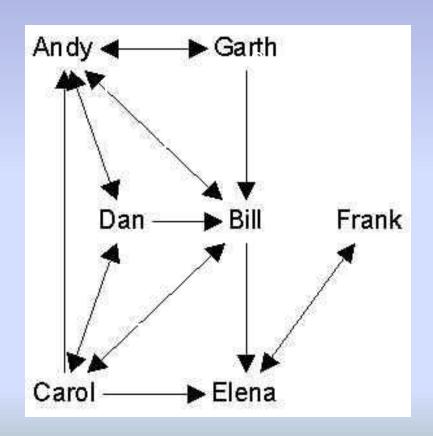




Elements of a Network: Ties

Ties connect pairs of actors

- Directed (i.e., potentially one-directional, as in giving advice to someone)
- Undirected (as in being physically proximate)
- Dichotomous (present or absent, as in whether two people are friends or not) or
- Valued (measured on a scale, as in strength of friendship)





PARTNER

PROGRAM TO ANALYZE, RECORD, AND TRACK NETWORKS TO ENHANCE RELATIONSHIPS

- Survey
- Analysis Tool
- Technical Guide
- Web Demos

www.partnertool.net



Benefits to Using PARTNER

PARTNER is unique from other social network analysis tools because comprehensive set of tools includes both a survey and an analysis tool. The survey is linked to the analysis tool, allowing you to analyze your data with a simple command to "upload" your data.

With **PARTNER**, you can:

- 1. **Evaluate how well your collaborative is working** in terms of identifying the "right" partners, leveraging resources, and strategizing for how to improve the work of the collaborative.
- Demonstrate to partners, stakeholders, evaluators, and funders how your collaborative is progressing over time and why working together is making tangible change.
- 3. **Engage in strategic collaborative management** to develop action steps and implement change to reap the benefits of social networking.

Using SNA for Quality Improvement

- Network data tell us about how people/organizations are connected including the quantity and quality of those connections.
 - Alone = hard to interpret or use in practice
- Instead = Strategic Network Management (CQI process)
 - Identifying the ideal network
 - Measuring the Network
 - Identifying the gap between the actual and ideal network
 - Creating action steps to get closer to the idea.

Who Uses PARTNI

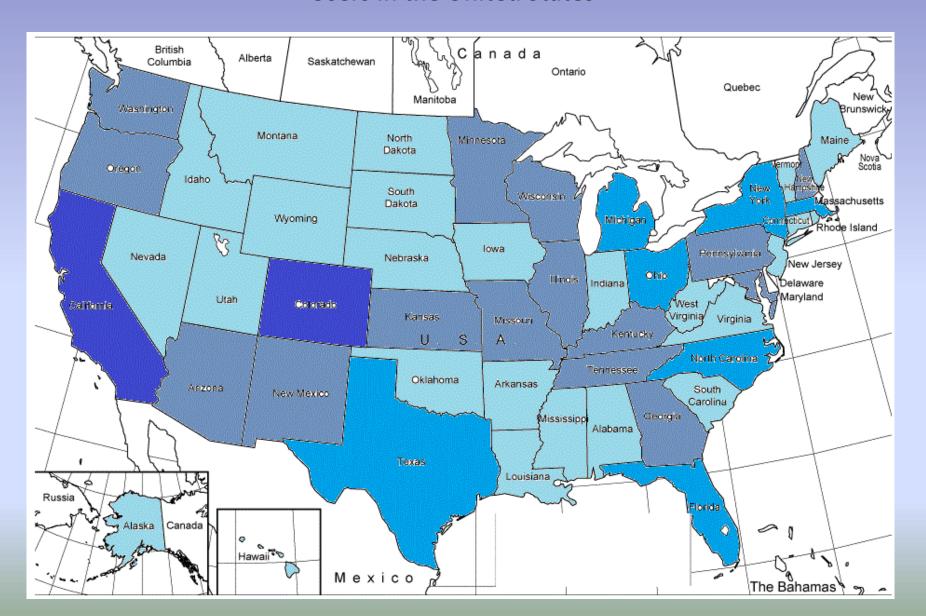
● 40-50+ USERS

🌗 10-20 USERS:

🛑 20-40 USERS

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Users in the United States



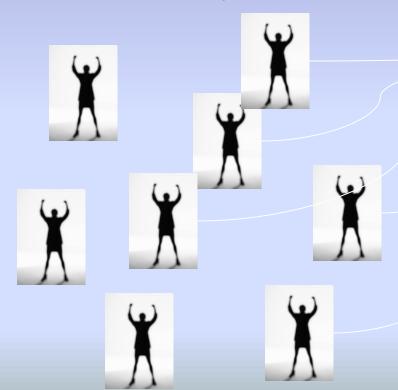
Who Uses PARTNER?

Users Around the World



How It Works

Members of the Collaborative Answer Surveys





One Person Collects
Surveys and Uses
PARTNER to Analyze Data

Follow These 4 Steps

Step 1: Enter Respondent (Network Members) Information

Click <u>here</u> to download the Respondent Information Worksheet. When you have it completely filled out, delete the first row (and example row), save it as a text file, and then log in to your PARTNER manager section and click on "Step 1". Follow the instructions to upload this information.

Click here to view/edit respondent information.

Step 2: Modify Survey

Step 3: Send E-mails to Respondents

Step 4: Analyze Survey

Collaborative Maintenance

For more details on how to navigate these sections, please see the technical guide or watch the PARTNER web demos.

Step 1



The Respondents

- Identify the members of the collaborative to evaluate
- Enter respondent information

People who represent members of a coalition or partnership

Organizations or Individuals

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Step 2

Customize the Survey Questions

Q# Mod?	Question													
1 No	Please select your organization/program/department from the list:													
2 Yes	What is your job title?													
3 Yes	How long have you been in this position (in months)?													
4 Yes	Please indicate what your <u>organization/program/department</u> contributes, or can potentially contribute, to this community collaborative (choose as many as apply).	Funding	In-Kind Resources (e.g., meeting space)	Paid Staff	Volunteers and Volunteer staff	Data Resources including data sets, collection and analysis	Info/ Feedback	Specific Health Expertise	Expertise Other Than in Health	Community Connections	Fiscal Manage ment (e.g.	Facilitation/Le adership	Advocacy	IT/web resources (e.g. server space, web
5 No	What is your <u>organization's</u> most important contribution to <u>this community</u> <u>collaborative</u> ?	Funding	In-Kind Resources (e.g., meeting space)	Paid Staff	Volunteers and Volunteer staff	Data Resources including data sets, collection and analysis	Info/ Feedback	Specific Health Expertise	Expertise Other Than in Health	Community Connections	Fiscal Manage ment	Facilitation/Le adership	Advocacy	IT/web resources (e.g. server
6 Yes		Health education services, health literacy, educational resources	Improved services	Reduction of Health Disparities	Improved Resource Sharing	Increased Knowledge Sharing	New Sources of Data		Public Awareness	Policy, law and/or regulation	Improved Health Outcome s	Improved communication		
7 No	Which is this community collaborative's most important outcome?	Health education services, health literacy, educational resources	Improved services	Reduction of Health Disparities	Improved Resource Sharing	Increased Knowledge Sharing	New Sources of Data	Community Support	Public Awareness	Policy, law and/or regulation	Improved Health Outcome s	Improved communicatio n		
8 Yes	How successful has this community collaborative been at reaching its goals?	Not Successful	Somewhat Successful	Successful	Very Successful	Completely Successful								
9 Yes		Bringing together diverse stakeholders	Meeting regularly	Exchanging info/knowledge	Sharing resources	Informal relationships created	Collective decision- making	Having a shared mission, goals						
10 No	From the list, select <u>organizations/programs/departments</u> with which you have an established relationship (either formal or informal). In subsequent questions you will be asked about your relationships with these <u>organizations/programs/departments</u> in the context of <u>this community collaborative</u> .													
11 Yes	How frequently does your <u>organization/program/department</u> work with this <u>organization/program/department</u> on issues related to this community collaborative's <u>organization.</u>	Never/We only interact on issues unrelated to the collaborative	Once a year or less	About once a quarter	About once a month	Every week	Every day							
12 Yes	What kinds of activities does your relationship with this organization/program/department entail [note: the responses increase in level of collaboration]?	None	Cooperative Activities: involves exchanging information, attending meetings together, and offering resources to partners (Example: Informs other programs of RFA release)	processes and forms for	integrated Activities: In addition to cooperative and coordinated activities, this is the act of using commonalities to create a unified center of knowledge and programming that supports work in related content areas. (Example: Developing and utilizing sharped priorities for funding effective prevention strategies. Funding pools may be combined.)									
13 No	How valuable is this <u>organization/program/department's</u> power and influence to achieving the overall mission of <u>this community collaborative</u> ? "Power/Influence: The organization/program/department holds a prominent position in the community be being powerful, having influence, success as a change agent, and showing leadership.	Not at all	A small amount	A fair amount	A great deal									
14 No	How valuable is this <u>organization/program/department</u> 's level of involvement to achieving the overall mission of <u>this community collaborative</u> ? "Level of Involvement: The organization/program/department is strongly committed and active in the partnership and gets things done.	Not at all	A small amount	A fair amount	A great deal									
15 No	How valuable is this organization/program/department/s resource contribution to achieving the overall mission of this community collaborative? "Contributing Resources: The organization/program/department brings resources to the partnership like funding, information, or other resources.	Not at all	A small amount	A fair amount	A great deal									
16 No	How reliable is the <u>organization/program/department?</u> "Reliable: this organization/prgoram/department is reliable in terms of following through on commitments.	Not at all	A small amount	A fair amount	A great deal									
17 No	To what extent does the <u>organization/program/department</u> share a mission with <u>this community collaborative's</u> mission and goals? "Mission Congruence: this organization/program/department shares a common vision of the end goal of what working togesther should accomplish.	Not at all	A small amount	A fair amount	A great deal									
18 No	How open to discussion is the <u>organization/program/department?</u> "Open to Discussion: this organization/program/department is willing to engage in frank, open and civil discussion (especially when disagreement exists). The organization/program/department is willing to consider a variety of viewpoints and talk together (rather than at each other). You are able to communicate with this organization/program/department in an open, trusting manner.	Not at all	A small amount	A fair amount	A great deal									

Core Dimensions of Connectivity in Public Health Collaboratives

Dimension	Measures
Membership	Organizational identification by name, type, and other organizational characteristics (e.g. size, mission of organization)
Network	Network patterns and positions identified by subgroups, key
Interaction	players, etc.
Role of Key Players	Convener/facilitator vs. equal member
Quality of Relationships	Types and levels of communications among members
Organizational Value to the Collaborative	Power, involvement, resources
Trust	Reliability, shared belief in mission, opportunity for frank discussion
Reciprocity	Evidence of mutual exchange of resources

Value of Partner

- Power/Influence
- Level of Involvement: strongly committed, gets things done
- Resources: brought to collaborative (i.e. funding, information, etc.)
 - Not at All, Small Amount, Fair Amount, Great Deal
 - Each Dimension = Equally important
 - Cumulative Value Score

Trust

- Reliable: follows through on commitments
- In Support of Mission: common vision of end goal
- Open to Discussion: open, civil discussion, talk together, consider a variety of viewpoints
 - Not at All, Small Amount, Fair Amount, Great Deal
 - Each Dimension = Equally important
 - Cumulative Value Score

PARTNER Steps 3 & 4

Collecting Data

- Prepare the survey for dissemination
- Send the survey invitations reminders and/or custom messages to survey respondents
- Save data file onto your computer

Managing Data

Upload data file into the PARTNER Tool

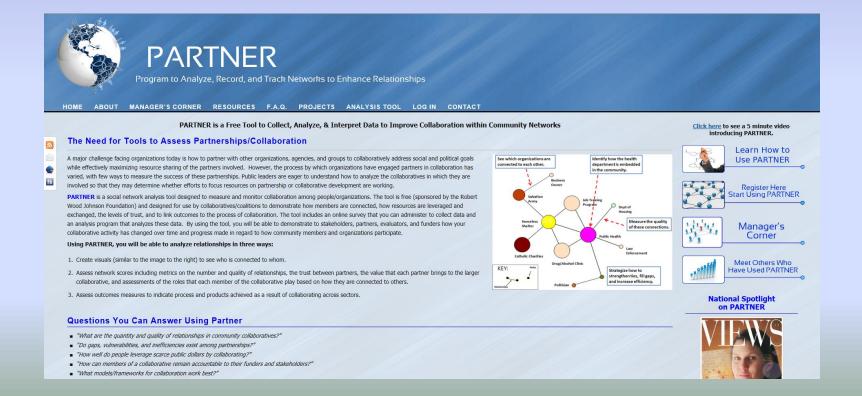
Analyzing Data

 Analyze results, including generation of network scores and visualizations; repeat analysis as appropriate.

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Brief Website Tour

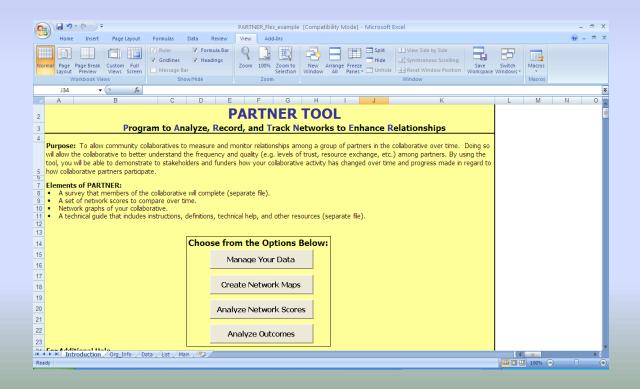
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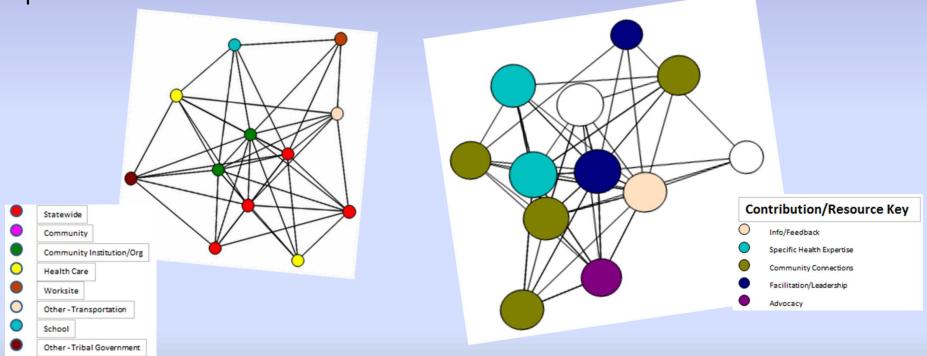
PARTNER Tool Analysis

-Introduction



Examples of PARTNER Uses in Public Health

Dawn Littlefield-Gordon of Maine CTG used PARTNER to evaluate the existing structure and processes of the collaborative Leadership Team and to discover gaps or inefficiencies that may prevent their programs from developing to their best potential.

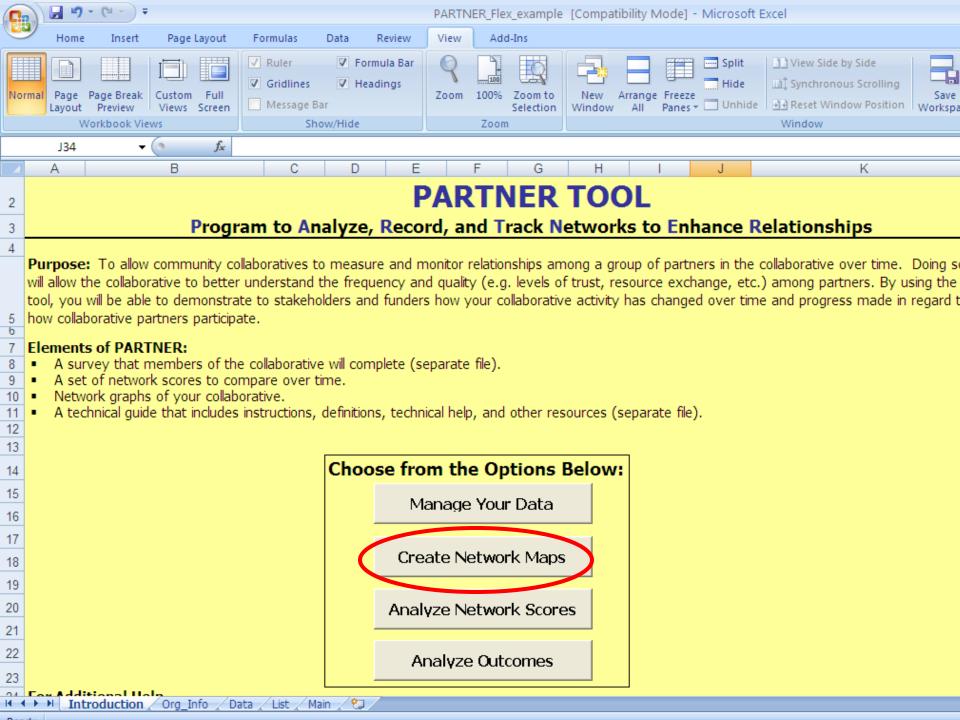


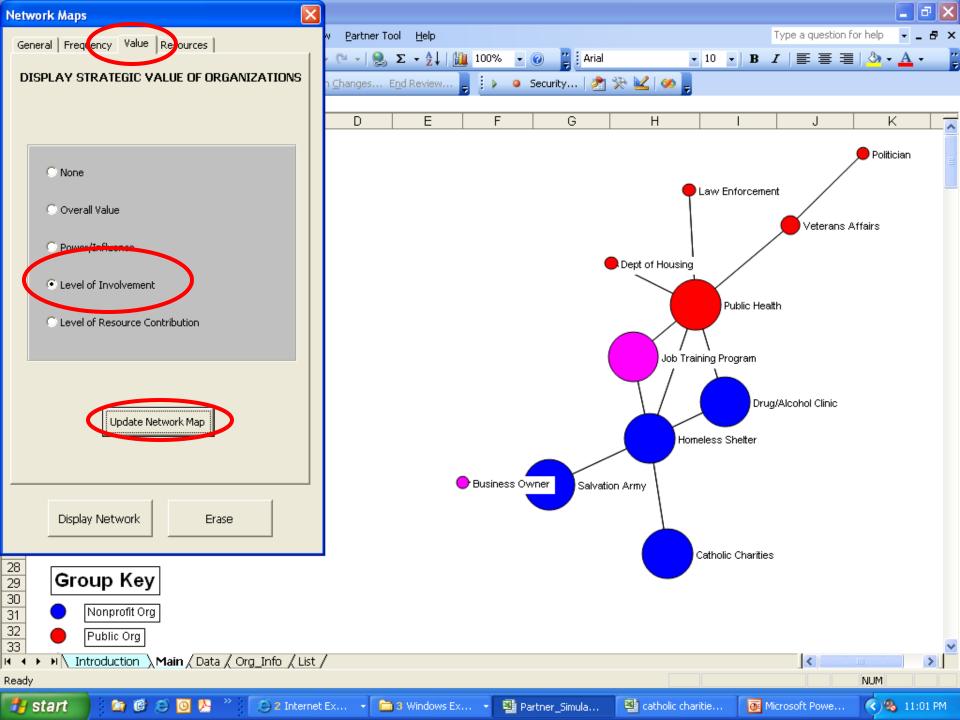
QI Action Steps: 1) secure a facilitator 2) add members 3) follow-up on identified areas more aligned with the scope of work.

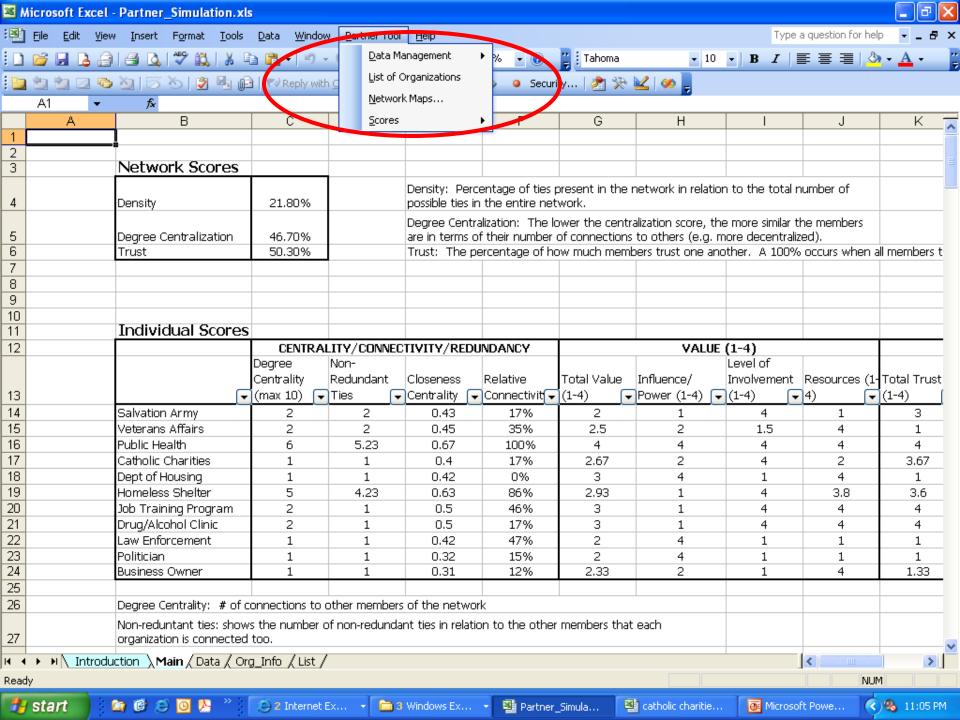
A Different Local Health Department Example What They Asked.

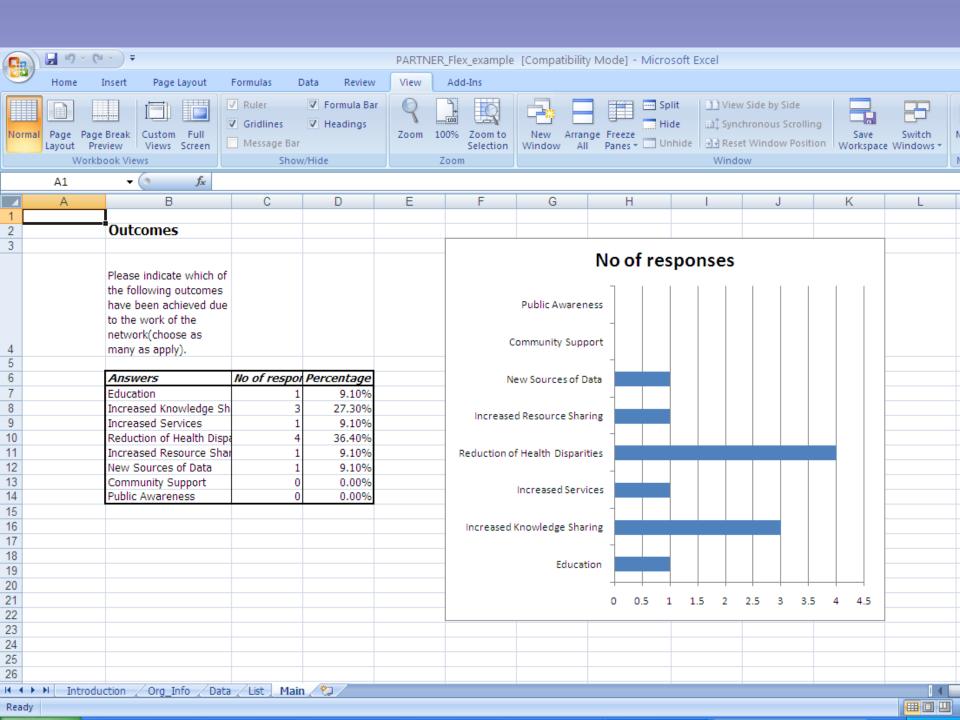
- 1. How well are we working together internally? and externally?
- 2. Are we partnering to leverage our internal capacities (resources, knowledge, programs)?
- 3. How successful have we been at achieving our goals?
- 4. What strategies can we implement to better reach our goals?

PARTNER DEMO









What They Found

- How well are we working together internally? and externally? Most relationships are with external partners; Less value and trust internally.
- 2. Are we partnering to leverage our internal capacities (resources, knowledge, programs) Not really, could build better relationships internally.
- 3. How successful have we been at achieving our goals? Most say successful, but there is some disagreement.
- 4. What strategies can we implement to better reach our goals? Agreement that some goals have been met; which ones do we need to work on collaboratively?

Turning Findings Into Action Steps

1. Most relationships are with external partners.; Less value and trust internally.

<u>Action Step</u>: Increase awareness by allowing programs to demonstrate their goals/progress/resources;

2. Not really, could build better relationships internally.

<u>Action Step:</u> Departmental Brownbags; Strategy Meetings

Turning Findings Into Action Steps

3. Most say successful, but there is some disagreement.

Action Step: Have a meeting devoted to defining success – how do we know when we are successful, what do we need be successful.

4. Agreement that some goals have been met; which ones do we need to work on collaboratively?

Action Step: Acknowledge achievement on some goals; Identify goals that need more attention. Come up with specific steps for members of the network to work on.

What others have learned....

- State Regional Public Health System's Community Strategic Planning for Substance Abuse Prevention
 - Discovered leadership roles within the community
 & opportunities to foster leadership within each region.
- Systems of Care
 - Discovered how services for children with special health care needs differ vastly between counties.
- Immunization Coalition
 - Discovered need for goal clarification.

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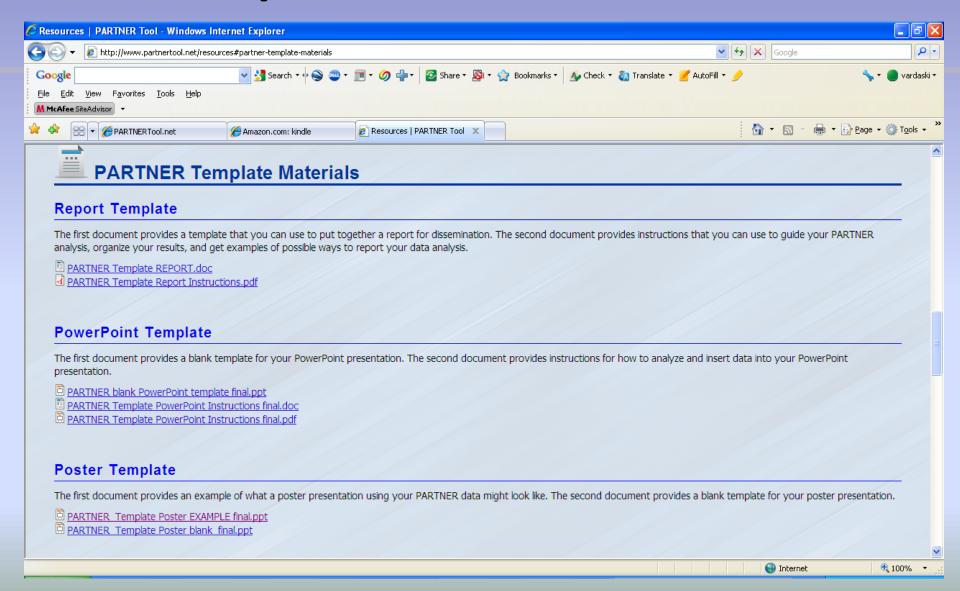
The PARTNER Website (<u>www.partnertool.net</u>) contains many more details and resources.

Your data collected through your PARTNER surveys are yours to use as you wish.

Options for Dissemination

- Depends on the purpose of your evaluation
- Three general types:
 - Report (to a governing body, grant development, etc.)
 - Presentation (Board Members, Task Force, Community Members, etc.)
 - Poster (Public Events, Conferences, etc.)
- All types can contain visual and written presentation of your results

Templates for Dissemination







Questions?

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PARTNER Author

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Supplemental Slides

(potentially used in response to questions)

Other Product Examples May Include....



Ranking by Value/Trust Scores

	Value(1-4)						
	Overall Value (1-4)	Power/ Influence (1-4)	Level of Involveme nt (1-4)	Resource Contributi on (1-4)			
Org5	3.36	3.17	3.5	3.42			
Org4	3.19	3.11	3.11	3.33			
Org23	3	2.5	3	3.5			
Org13	2.92	3	3.13	2.63			
Org25	2.86	2.86	2.86	2.86			
Org26	2.82	3.27	2.82	2.36			
Org21	2.8	2.6	2.8	3			
Org20	2.67	2.71	2.57	2.71			
Org22	2.67	2.4	2.6	3			
Org11	2.62	2.57	2.71	2.57			
Org12	2.58	2.38	3	2.38			
Org16	2.58	2.38	2.75	2.63			
Org15	2.57	2.57	2.71	2.43			
Org18	2.56	2.33	2.44	2.89			
Org14	2.5	2.17	2.83	2.5			
Org31	2.47	2.3	2.8	2.3			
Org8	2.44	2.44	2.44	2.44			
Org24	2.44	2.67	2.56	2.11			
Org1	2.27	2.6	2.2	2			

	TRUST (1-4)						
	Total Trust (1-4)	Reliability (1-4)	In Support of Mission (1-4)	Open to Discussion (1-4)			
Org4	3.52	3.44	3.67	3.44			
Org5	3.5	3.42	3.58	3.5			
Org25	3.33	3.29	3.86	2.86			
Org2	3.22	3.33	2.56	3.78			
Org31	3.2	3	3.3	3.3			
Org20	3.19	3.29	3.71	2.57			
Org13	3.17	2.63	3.75	3.13			
Org12	3.17	2.75	3.25	3.5			
Org24	3.15	2.89	3.78	2.78			
Org7	3.13	3	2.6	3.8			
Org18	3.11	3.33	2.89	3.11			
Org6	3.11	3	2.67	3.67			
Org11	3.1	2.71	3.43	3.14			
Org26	3.09	2.91	3.82	2.55			
Org16	3.08	2.63	3.5	3.13			
Org3	3.08	3	2.5	3.75			
Org19	3.06	3	3.67	2.5			
Org14	3	2.33	3.33	3.33			
Org8	3	2.67	3.11	3.22			



Resource Contribution Inventory

,		I			Technical	Classroom/				
	Advocating for	Service to	Service to	Service to	Assistance	School	Service to	Community		
	_	Students	Parents	Teachers	and/or Tools	Curriculum	Administrators	,	Rosparch	Funding
Anti-Defamation League	X	X	X	X	X	X	X	X	X	runung
Attorney Generals Office		X	X		X	X	~			
Big Brothers/Big Sisters	Х	X	X							
Bully Proofing Your School					х	х				
Center for the Study and Prevention of										
Violence -CU Boulder	Х				x				X	
CO Department of Public Health and										
Environment, Coordinated School										
Health (CDPHE)	X	Х	Х	Х	Х	X	Х	Х	X	Х
Colorado Association of School Executives (CASE)	x	x					x			
Executives (CASE)	^	^					^			
Colorado Department of Education, PBS		х	x	X	x	х	x			
Colorado Education Association	Х			X		X				
Colorado Legacy Foundation	Х	Х	х	X	х	Х	х	х		Х
Colorado School Safety Resource Center	Х		х	Х	х		х	х		
Deborah Surat	Х	Х	х	Х	х	Х	х	х		
Facing History and Ourselves										
Gill Foundation					х					х
GLSEN Colorado	Х	Х	х	Х		Х	Х			
Groundspark	Х	Х	х	Х	х	Х	х	х		
Matthew Shepard	Х	Х	х	Х	х		X	х		
National Center for School Engagement	Х	Х		Х	х	Х	х	х	Х	
Natl Education Policy Center (CU										
Boulder)									Х	
One Colorado	Х				х			х	Х	
Parents, Families and Friends of Lesbians										
and Gays	x	х	х	X						
Project PAVE		Х	X			х		Х		
Safe2Tell AGs Office	Х	Х	X	Х	х	X	х	X	Х	
School District 20	X	Х	X	X			X			
The Center	X	X	X	X	х	х	X	Х	Х	
The Conflict Center		Х	X	X		X	X			
Totals	18	18	17	16	16	15	15	12	8	3

Journal Articles

- Varda, DM, Miller SE, and Shoup JA. "A systematic review of collaboration and network research in the public affairs literature: implications for public health practice and research.", American Journal of Public Health, 102(3):564-7, 2012. http://www.ncbi.nlm.nih.gov/pubmed/22021311
- Varda, DM. "A Network Perspective on State—Society Synergy to Increase Community-Level Social Capital", Nonprofit and Voluntary Sector Quarterly, 40(5): 896-923, 2011.
 - http://nvs.sagepub.com/content/early/2010/08/05/0899764010378171.abstract
- Varda, DM. "Data-Driven Management Strategies in Public Health Collaboratives",
 Journal of Public Health Management and Practice, 17(2), 122-132, 2011.
 http://www.rwjf.org/coverage/product.jsp?id=72816
- Varda, DM, Chandra A, Stern S, and Lurie N. "Core Dimensions of Connectivity in Public Health Collaboratives" Journal of Public Health Management and Practice, 14(5): E1-E7, 2008.
- Varda, DM and Retrum, JH. "An Exploratory Analysis of Network Characteristics and Quality of Interactions Among Public Health Collaboratives". Journal of Public Health Research. 1(2), 2012.
 - http://www.jphres.org/index.php/jphres/rt/printerFriendly/jphr.2012.e27/html

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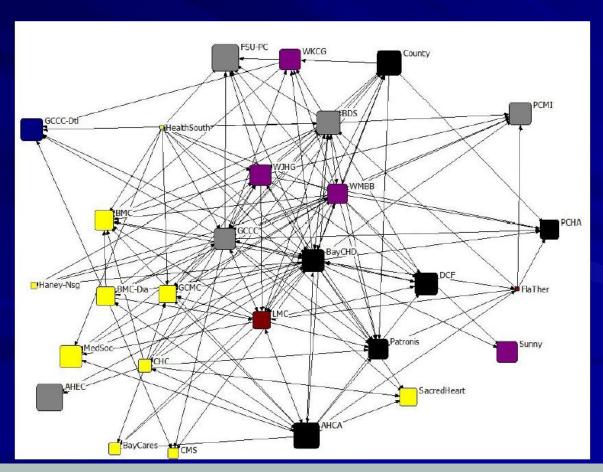
User Testimonials & Project Highlights

Bay County Health Department, Panama City, Florida

- "Our organization used the PARTNER tool in two ways: first, to assess the level of confidence and trust community partners had for the health department, and second, to assist us in developing our strategic plan. Assessing the quality of our partnerships with other agencies and our performance level were essential in order to move forward with our vision of a developing a healthier community. Learning what our partners thought we did well in addition to what needed improvement and expansion is invaluable to our strategic planning process. Dr. Varda understood the unique needs of our organization and was able to assist us in tailoring the tool to fit our needs. The PARTNER tool was easy to use and rendered understandable, viable results."
- Julia Ruschmann, Community Projects Director

Results of PARTNER

Total Trust Represented by Node Size





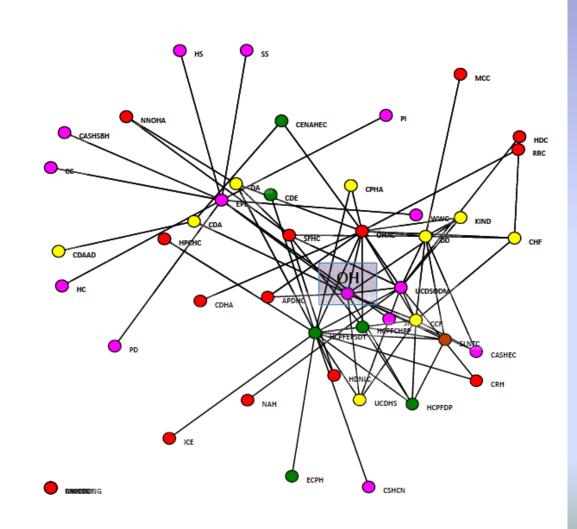


Colorado Department of Public Health and Environment's Oral Health Unit, Denver, CO

- "The PARTNER tool made an otherwise daunting task very doable. I needed to use Social Network Analysis (SNA) to evaluate a local public health agency's access to health care coalition. I am not an expert at SNA but was able to complete a successful evaluation thanks to the PARTNER tool. What made using it exceptional for me was that not only did I find the questions, measures, and dimensions included in the PARTNER tool to be applicable 'as is' but in addition, I was able to customize certain questions to make it even more relevant. Using the PARTNER tool saved me from attempting to develop a SNA from scratch and likely miss important parts of the evaluation. I plan on using the PARTNER tool anytime I conduct a SNA and highly recommend it!"
- Mario Rivera MS, Program Evaluator

Network Map: Relationships Between Partners

Partners that work with each other on issues related to the Oral Health Unit's initiatives through email, via phone, or in person <u>EVERY WEEK</u>

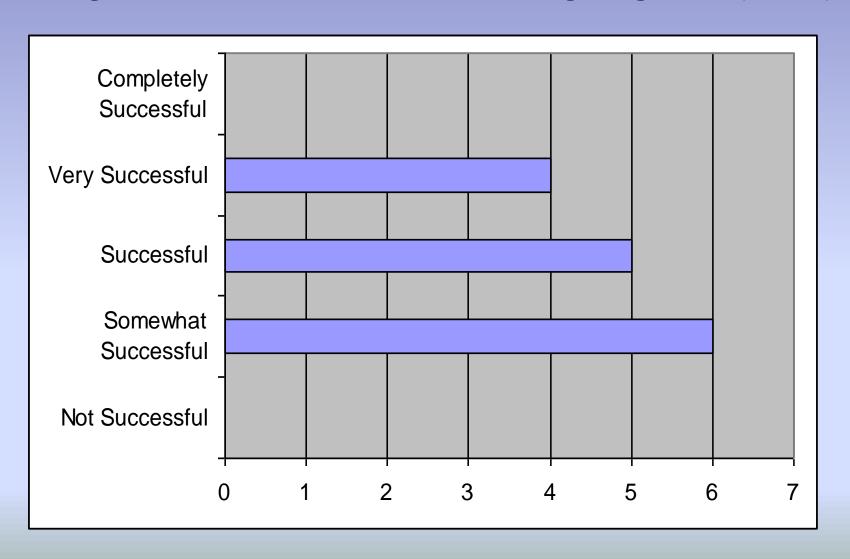




MultiState Learning Collaborative New Hampshire

- "We have worked with Dr. Varda over the past two years, and utilized the PARTNER tool to assess the collaborative function of community-based quality improvement learning teams. The PARTNER tool has enabled us to assess how we work together for health improvement planning and identify how we can target our efforts to optimize capacity development. The application for measuring outcomes is especially helpful in documenting the value of our work, particularly since they can be modified to meet the specific needs of the collaborative. Dr. Varda is accessible and responsive to our unique education and application needs. It is a pleasure to work with Dr. Varda and her team."
- Lea Ayers LaFave, PhD, RN, MLC-3 Project Director Community Health Institute/JSI, Bow, NH

How successful has the NH Regional Network been at reaching its goals? (n=16)



What kinds of activities does your relationship with this organization entail?

Include exchanging information, attending meetings together, offering resources to partners

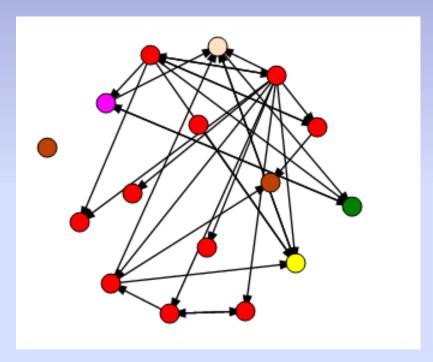
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Intentional efforts to enhance each other's capacity for the mutual benefit of programs.

+

Using commonalities to create a unified center of knowledge and programming that supports work in related content areas.

Example: Developing and utilizing shared priorities for funding effective prevention strategies. Funding pools may be combined.



Integrated Activities