The Mockingbird Society™

Evaluation of Partner Organization Collaboration and Staffing Model's Impact on Program Engagement: Phase 1

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ORGANIZATION BACKGROUND

- Non-profit advocacy organization in Washington State
- Serves young people between the ages of 13-25 who have experienced foster care and/or homelessness
- Seven regional chapters: (1) Seattle, (2)Everett, (3)Tacoma, (4) Olympia, (5) Yakima, (6) Spokane and (7) Youth Advocates Ending Homelessness based also in Seattle
- Over 400 youth and young adults engaged in programming in 2017

PROBLEM

- Decline in overall program engagement
- Decrease in engagement not equal across regions
Program Leadership Identified two potential factors impacting variance
    1. Partner Organization Collaboration Strength
        Each chapter has a different partner organization that serves as a host agency
    2. Staffing Models
        Funding restraints require 3 different staffing models be utilized

PURPOSE

To determine the ideal staffing model and partner organization collaboration characteristics to effectively engage program participants using the following guiding questions:

- What characteristics of partner organization collaboration are most effective for engaging participants in Mockingbird programming?
- What Regional Engagement Coordinator staffing models contribute most to effective participant engagement in Mockingbird programming?

Current Chapter Positions Using Three Different Staffing Models

Position Key

- Seattle
- Tacoma
- Yakima
- Youth Advocates Ending Homelessness
- Everett
- Olympia
- Spokane
- Partner Organization Position

Staffing Model Key

- Full-Time Staff for One Chapter
- Full-Time Staff for Two Chapters – (20 hours for each chapter)
- Part-Time Staff for One Chapter Combined with Part-Time Partner Organization Position

METHODS

- Participants (n = 22)
    ◊ Mockingbird Program Managers (n=3)
    ◊ Partner Organization Managers (n=7)
    ◊ Mockingbird Regional Engagement Coordinators (n=5)
    ◊ Partner Organization Program Allies (n=7)
- Qualitative Evaluation
    ◊ Individual Interviews - Summer 2018
    ◊ 3 Focus Groups - Fall 2018
- Data Analysis—General Inductive Approach (Thomas, 2006)

LITERATURE REVIEW

Collaboration

- Successful Collaboration Characteristics (Byrne & Hansberry, 2007)
    1. Shared Need, Purpose, and/or Vision
    2. Institutional Support and Political Willpower
    3. Shared and Combined Resources
    4. Clear Expectations of Roles and Responsibilities
- Collaboration Evaluation and Improvement Framework (Woodland & Hutton, 2012)
  Five phases in collaboration cycle
    1. Operationalize Collaboration
    2. Identify and Map Communities of Practice
    3. Monitor Stages of Development
    4. Assess Levels of Integration
    5. Assess Cycles of Inquiry

Staffing Models

- Lack of research on impacts of staffing models
- One model explored is "shared staffing"
    ◊"Shared staffing" is when one full-time position is completed by two separate individuals (Wood & Wattus, 1987)
    ◊Provides more flexible work schedules (Davidson & Kline, 1979)

IMPLICATIONS

- Changes in partner organization collaboration agreements
- Changes in staffing model utilized
- Increase in program participant engagement and desired outcomes