How Well Are We Partnering? An Assessment Tool

Partnership Being Assessed: _____

CPM Practice Elements	Green	Yellow	Red
Teaming and Engagement	Consistent modeling of CPM behaviors in all interactions with staff and partners Broad and Inclusive engagement of internal, system and community partners Shared value, creation, accountability and commitment and for collaborative work Regular and on-going self-assessment involving partners Partners have clear meaningful roles that are linked to leadership and implementation teams Partnerships and partner activities are embedded in the infrastructure	Inconsistent modeling of CPM in interactions with staff and partners Limited engagement of some partners; partners not fully and meaningfully involved in system change processes Invited to the table but asked to adopt system values One-time assessment, limited involvement of partners Lack of clarity about roles Partnership loses momentum with turnover of leadership or key stakeholders	Not committed to modeling CPM behaviors in all interactions No engagement of some or any partners in system change efforts One or few stakeholders invited to the table but not meaningfully involved, encouraged to participate or whose input is clearly valued Perspective of partners not sought out in assessment of current system Partnerships and partner activities considered 'outside' boundaries of the infrastructure
Inquiry and Exploration	Model cultural humility Listening to and being authentically responsive to historic trauma Be open to and lean in to crucial conversations Safe Space for all All voices and perspectives have value Cultural framing and contributions are celebrated Language is accessible Model appreciative inquiry and explore	Partners are contributing but system voices hold more weight and value than community Only open to perspective that is in alignment with system Inconsistent modeling from different leaders or at different times Uncomfortable with conflict in the relationship or insecurity that the partnership can sustain relationship bumps in the road	Shutting down the voices of partners and community Stopping the work when hit bumps in the road or when crucial conversations are necessary Use of inaccessible language in meetings and expecting present community to translate Not inviting partners to the table that have gripes with the system

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CPM Practice Elements	Green	Yellow	Red
	opportunities to build trust Willingness to apologize and forgive, learn and move forward Sustained feedback loops		
Advocacy and Accountability	Leaders are reaching out early in implementation efforts to invite stakeholders to partner with them in the work Leaders are actively seeking out and incorporating input from community, system and staff Contracts are developed to meet communities' needs and model values of CPM; non-traditional community providers have increasing access to contracts Feedback loops are consistent	Leaders are reaching out late in the development process but are seeking out partner input in implementation efforts Contracts are developed with traditional providers; may have core values of CPM presented to them in a meeting Non-traditional providers lack consistent access to RFPs and opportunities for contracting Feedback loops inconsistent	Leaders stifling partner voice or feel forced to invite partners to the table Only encourage involvement of traditional contractors/system; limiting opportunities for new partners coming to the table Contracts lack CPM-related language or expectations No expectation or accountability around stakeholder participation
CONCLUSIONS			

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Partnership Being Assessed: _____

CPM Practice Elements	Green	Yellow	Red
NEXT STEPS			