

FJCIP Team: Levels of Collaboration

Effective collaboration is one of the **Core Components** of and a prerequisite for the success of the FJCIP teams. The following chart¹ describes **four levels of collaboration**: 1) networking, 2) cooperation, 3) coordination, and 4) full collaboration. According to this model, the collaboration process exists across a continuum with four stages differing based upon purpose, how decisions are made and the type of leadership.

As effective partnerships evolve, they may move from autonomy to interdependence, individual decision making to joint decision making, enhanced communication and systems integration. Review this information with your FJCIP team to determine your current level of involvement with court dependency partners², as well as options for deepening this relationship over time. If you have any questions, contact the FJCIP statewide team.

	Networking	Cooperation	Coordination	Full Collaboration
What is it?	Partners share information and talk with one another for their mutual benefit	Partners support one another's activities but have no formal agreement in place	Partners are engaged in mutual improvement projects and initiatives, modifying their own activities to benefit the whole dependency system	With a formal agreement in place, partners work toward developing enhanced capacity to achieve a shared vision for the dependency system
Key features	<ul style="list-style-type: none"> Loosely defined roles Loose relationships Informal communication Minimal decision-making No risk 	<ul style="list-style-type: none"> Somewhat defined roles Informal and supportive relationships More frequent communication Limited decision-making Little to no risk 	<ul style="list-style-type: none"> Defined roles Formalized links, but each partner retains autonomy Regular communication Shared decision-making around joint work Low to moderate risk Share some resources 	<ul style="list-style-type: none"> Formalized roles which are written in an agreement Frequent communication Equally shared ideas and decision-making High risk, but also high trust Pooled resource
What does it look like?	<ul style="list-style-type: none"> Partners share what they are doing to address common dependency community issues at interagency meetings Partners discuss existing programs, activities, or services with other organizations/agencies 	<ul style="list-style-type: none"> Partners publicize one another's programs and services Partners co-sponsor trainings or professional development activities Partners exchange resources, such as technology expertise or meeting space Partners attend one another's meetings and events 	<ul style="list-style-type: none"> Partners serve together on event planning committees, workgroups, and advisory boards Partners implement programs and initiatives together Partners have a shared understanding of the dependency issues 	<ul style="list-style-type: none"> Partners sign a memorandum of understanding with each other Partners develop common data collection systems Partners participate in joint fundraising efforts Partners pool fiscal or human resources Partners create common workforce training systems

¹ Frey, B. B., Lohmeier, J. H., Lee, S. W., & Tollefson, N. (2006). Measuring collaboration among grant partners. *American Journal of Evaluation*, 27(3), 383–392.

² Key stakeholders include different individuals from the Court, Judicial officers, Clerk's office, CASA/GAL, Parent and Child representation, Office of Public Defense, Attorney General Office, DCYF and any others who play a role in your dependency court process.