

Program Leadership: Research Brief

For Programs Serving Deaf and Hard of Hearing Infants & Toddlers

These research articles highlight the internal systems, governance structures, and decision-making frameworks that shape organizational direction and strategic alignment in birth-to-three programs. When program leaders ground their vision in bilingual, Deaf-affirming values, involve Deaf adults in meaningful governance roles, and use data consistently to guide staffing and service decisions, they create the conditions for language-rich, equitable, and sustainable birth to three services. Family advisory structures further strengthen these outcomes by ensuring that the people most affected by program decisions have a defined and active role in shaping them. Together, strong program leadership practices build the organizational foundation needed to support improved language access, service quality, and long-term outcomes for deaf and hard of hearing infants, toddlers, and their families.

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