



Program Leadership Tipsheet

**For Programs Serving Deaf and Hard of Hearing
Infants & Toddlers**

Strong program leadership creates a shared vision that supports language access, family partnerships, and high quality services for deaf and hard of hearing children and their families. Effective leaders build systems that promote collaboration, continuous improvement, and positive outcomes.

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What Strong Program Leadership Includes

Strong programs:

- Maintain a clear vision that values language access and ASL and English bilingual development.
- Align services, staffing, and decision-making with the program's philosophy and goals.
- Include Deaf and hard of hearing adults in leadership, planning, and family engagement.
- Foster collaboration among families, providers, community partners, and leadership.
- Use data and family feedback to guide continuous improvement.

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Supporting Children and Families

Strong leaders:

- Ensure every child and family has access to language-rich, family-centered services.
- Promote meaningful family partnerships and shared decision-making.
- Support successful transitions through collaboration and ongoing communication.

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Building a Strong Program

Effective programs:

- Provide ongoing professional learning and staff support.
- Monitor program quality and address barriers to communication and language access.
- Create policies and practices that reflect the program's vision and values.
- Advocate for equitable, accessible services that support positive outcomes for deaf and hard of hearing children and their families.