

What is a Team

- A Group of Individuals
 - Who form partnerships
 - Work toward common goals
 - Find solutions to problems

What Is A Team

- **Team Members**
 - Family and youth/young adult
 - Helpers (service providers, supporters...)
- **Membership**
 - Dependant on purpose
- **Teams Respect**
 - Roles and responsibilities of individual members
 - Group roles and responsibilities

Characteristics (Successful Team)

- Clearly Defined Goals and Expectations
- Clearly Established Roles and Responsibilities
- Well Documented Guidelines of Behaviors and Ground Rules
- Open Communication in an Atmosphere of Trust and Respect
- Desire of Continuously Improve and Innovate

Mark Kelly

Effective Teams

- Define Purpose/Goals of the Team
 - Have an agreed upon agenda
 - Time is managed so that the agenda can be met
- Establish Team Composition/Roles
 - Helpers needed, what plans need input
 - Facilitator/service coordinator

Effective Teams (cont.)

- Clarify Team Guidelines/Responsibilities
 - Members are attentive
 - Everyone participates
 - Recorder
- Manage Team Performance
 - Roles of clarifier, summarizer etc are practiced
 - Follow up and accountability planned
 - Evaluate team
 - Seek feedback from all

Ten C's of Teamwork

- Cooperation
- Communication
- Coordination
- Collaboration
- Commitment
- Consistency
- Confronting problems
- Compromise
- Consensus decision making
- Caring

Barriers to Effective Teaming

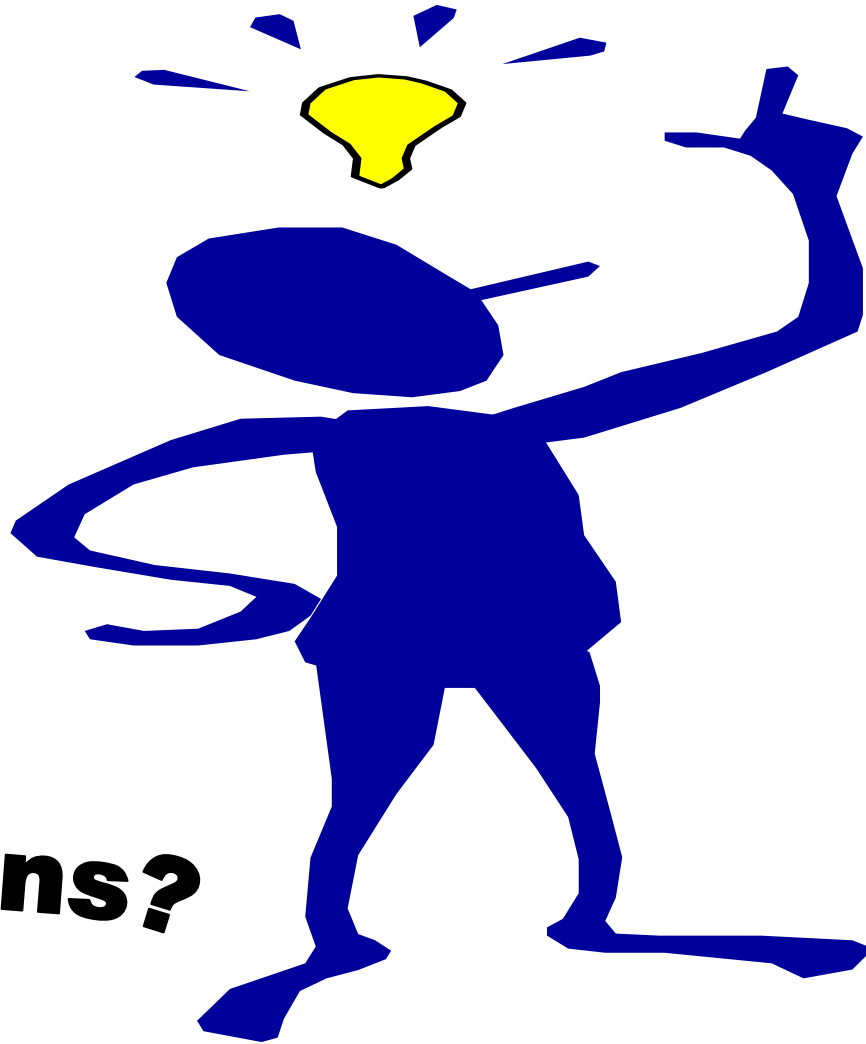
- Scheduling/Time
- Differences Among Members
- Differences in Status Relationships
- Lack of Commitment to Teaming
- Poor Communication Skills

Family/Student Philosophies

- What Are These Philosophies
- Why Are They Important
- Strategies and Tips

Team Process and Time

- How Do I Balance Responsibilities:
 - Interagency team
 - Service provision and management
- Activity
 - Identify two things you can change now
 - Assessment
 - Agenda planning
 - Meeting facilitation
 - Ongoing service coordination
 - Team participation
 - Other



Questions?

FOCUS ON FAMILIES

MN * TAFS

Minnesota Technical Assistance for Family
Support

Outcomes of Family Support

Families who are supported early on:

- ...have less need for advocacy and ultimately less litigation
- ...are more able to identify and voice their needs
- ...don't get “stuck” in anger and denial
- ...function better as partners with professionals



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"FAMILY-CENTERED APPROACHES"
GONE BAD.

Person Centered

Planning driven by the individual
and/or the individual's family

Driven by student's or client's
strengths

Wrap Around Process

Meets the individual needs of child
and family.

Identifies strengths

Is family-centered rather than child
centered

Family Centered

Practices that empower families in their roles by building on their unique strengths as families and those of individual family members.

The strengths, needs, & priorities of the family drive the delivery of services.

System Centered

Practices that exist
explicitly or implicitly, for
the convenience or
benefit of the
service system.

Driving Forces of Service Delivery

System-centered: The strengths and needs of the **system** drive the of services.

delivery

Child-centered: The strengths and needs of the **child** drive the delivery of services

Family-centered: The priorities and choices of the **family** drive the of services.

delivery

Old Approach

Child/professional diad

Child's deficits

Power with professionals

Family Centered Approach

View child within a family system

Child and family strengths

Family as decision makers

We all strive for the best possible outcomes in supporting students and families.

- Acquisition of skills
- Attainment of independence
- Improvement in quality of life

Overview

- Research and Experience Tells Us:
 - We can expect the best results when we have
 - Common expectations
 - Priorities
 - Working “from the same page”
 - Results in everyone having an investment in the process

Overview

- Families
 - Know their children best
 - Have the right and responsibility to lead the planning process
 - Are responsible for the child/student lifelong
 - In partnership with service providers build a plan to promote the best possible outcomes

Key Factors In Implementation

- Include All Interested Parties
- Start With Strengths, Interests and Preferences
- Specifically Determine What Needs Exist
- Develop a Common Plan

Family Centered Thinking

At the heart of family centered thinking is the belief that all families are deeply caring and want to nurture and support their children.

Family Centered Thinking

Families differ in the strategies they adopt to realize their dreams for their children and themselves and in the amount of support they will need from the formal service system.

Family Centered Thinking

There is NO one choice or approach that is right for all families.

Family Centered Thinking

*Family centered professionals
acknowledge and respect
this diversity.*

Family Centered Thinking

Keep In Mind

- The only person I can change is myself, but in so doing, nothing around me will remain the same.
- To be family centered, most of us need to change some or our thinking, values and actions.

Family Centered Thinking

Keep In Mind

- It is not the program we do, but how we do the program that makes a difference (Not **what** but **how**).
- Know your resources and supports and help families to identify theirs.

Family Centered Thinking

Keep In Mind

- You are never alone in this. Bring in knowledgeable people to support yourself.
- Recognize some issues are life long. There will be no quick fixes.