

Building Your CSA Team!

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Lesley Abashian, Loudoun County

Jessica Webb, Roanoke County/City of Salem

Angel Young-Gill, Dinwiddie County

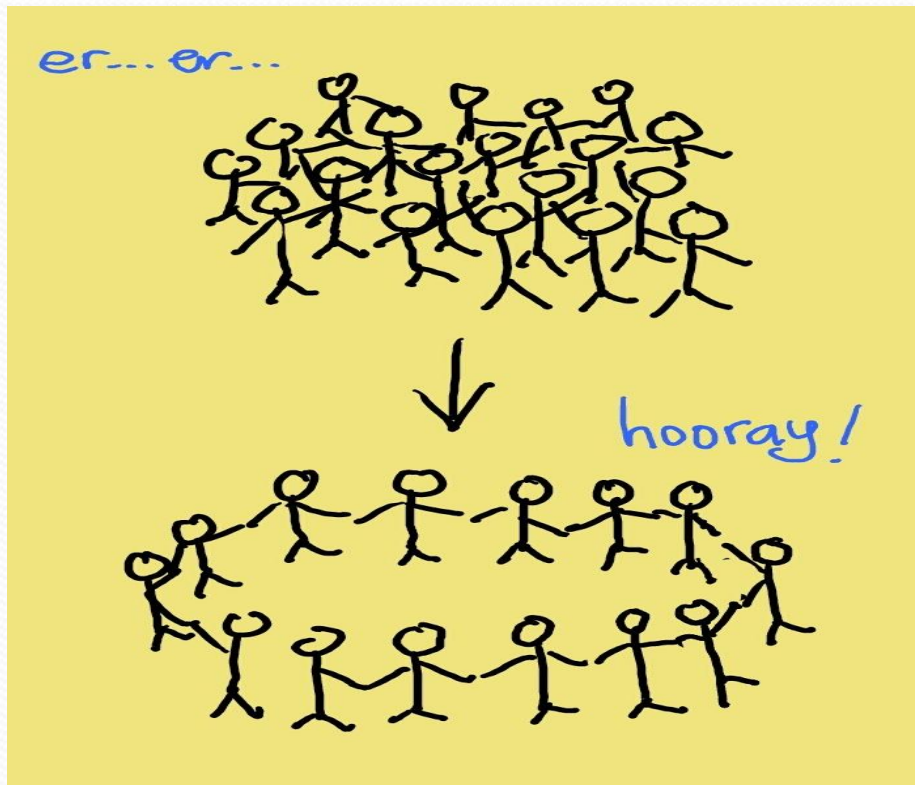
Topic Overview

- What is a Team?
- Team Composition
- Best Practices in Team Building
- Challenges in Team Building
- Effective Strategies to Address Best Practices and Challenges

Human Knot Activity

- Stand in a circle with a group of at least four people
- Use your right hand to grab the right hand of the person directly across from you
- Use your left hand to grab the left hand of the person to the right of the person to the right of the person holding your other hand
- Untangle, as a group, back into one open circle without letting go of hands or dislocating joints
- **NO TALKING!**

Now...Do it again



...But you can
talk this time!

What constitutes a “TEAM”



Team Composition:

- Who is your team?
 - FAPT
 - CPMT
- Who WILL be on your team?
 - Code of Virginia Requirements
- Who else will ENHANCE your team?



Best Practices – Ground Rules

- Why do we need them?
- Establish these based on your needs!
- Examples may include:
 - Respect
 - Etiquette
 - Use of acronyms
 - Use of electronic devices
 - Expectations for pre-meeting preparation

Best Practices - Training

- Develop specific training modules for team members

Examples may include:

- Stakeholder roles
 - Setting expectations
 - Ethics
 - Policies and Procedures
- Incorporate games/fun!
- “Hands on” learning
- Regular and ongoing training opportunities

Best Practices – Characteristics of Team Members

- Reliable
- Effective communicator
- Adaptable
- Committed



Best Practices – Leveraging Strengths

- Establish team roles
- Use strength-finder tools and assessments
 - Myers-Briggs
 - DISC
- Recognize that everyone brings their expertise!



Best Practices - Consensus

- Everyone has a voice – CSA framework reflected in team decisions
- Finding a commonality when there are differences of opinion
- Collaborative approach to plan development

Challenges - Consensus

- Different perspectives can result in lack of consensus
- Appeal process for families – this should be the exception, not the rule!



Challenges - Engagement

- Being “present” vs. just being there
- Attendance



Challenges – Team Composition

- Multiple teams vs. one team
- Turnover
- Stagnant/disengaged members



Challenges - Boundaries

- Management of dual roles
- Conflict of interest
- Speaking beyond area of expertise
 - Don't make assertions of what other agencies should do
- Limits on what should be discussed



Strategies for Team Success

- It is important to acknowledge and celebrate positive outcomes and successes
- Accountability
- Leverage your CPMT



WE ARE NOT
A TEAM
BECAUSE WE
WORK TOGETHER.
WE ARE
a team because
WE RESPECT,
trust, and care
for each other.
...
@ValeoAfshar

Strategies, continued.

- Recognize the value of assessment and planning, regardless of what funding stream is recommended
- Maximize your resources – tangible and intangible!
- Be mindful of the team culture

Discussion

- What other best practices have worked for you?
- What other challenges have you encountered?
- What other strategies have been effective for your teams?

**COMING TOGETHER
IS A BEGINNING.**

**KEEPING TOGETHER
IS PROGRESS.**

**WORKING TOGETHER IS
SUCCESS.**

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Questions?

