

# TEAM DEVELOPMENT

## Team Growth and Development.

Teams are the central structure for providing IDEA Part C services in Arizona's Early Intervention Program. According to the *Key Principles of Early Intervention*, "The family's priorities, needs and interests are addressed most appropriately by a primary provider who represents and receives team and community support."

Every Early Intervention Program's Core Team includes a Physical Therapist, Occupational Therapist, Speech Therapist, Developmental Specialist and Teachers of the Deaf and of the Visually Impaired. Teams also benefit from access to the expertise of a Social Worker or Psychologist. As a part of the Core Team each family has an AzEIP Service Coordinator. The Service Coordinator, depending on a child's eligibility could be a part of the AzEIP contracted agency, DDD or ASDB.

All of the professionals that make up a team are crucial to support the success and empowerment of families in AzEIP. Teams are always in various stages of development and must consider the structure, goals and expectations of the team for each individual to contribute successfully. On the second page is a guide to the stages of team development.



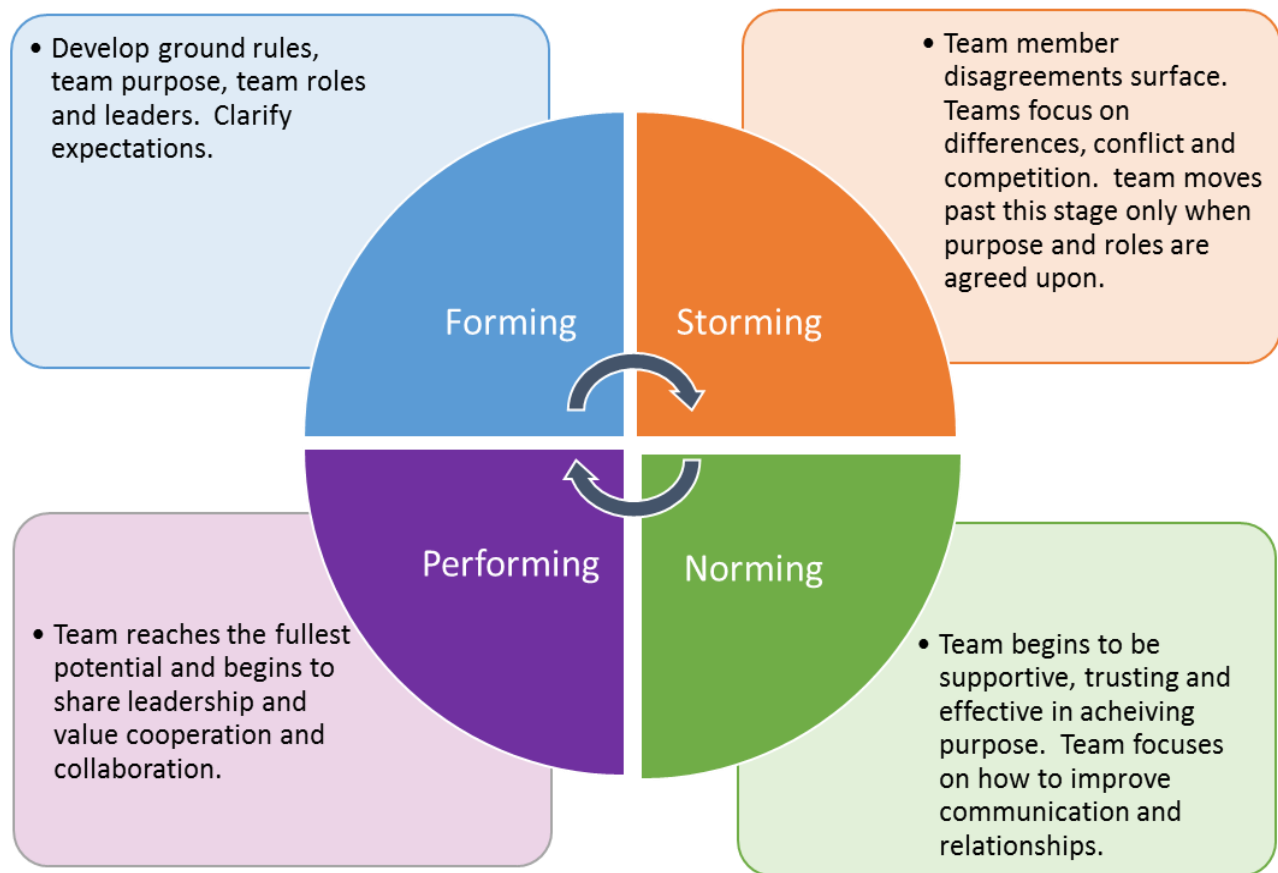
## Characteristics of an effective team member:

- Agreeable
- Conscientious
- High Mental Ability
- Competent in area of Expertise
- Openness to Experience
- Like Teamwork
- Ability to socialize to Team Culture

*"Coming together is a beginning.  
Keeping together is progress.  
Working together is a success."  
-Henry Ford*

## Your Role on a Team:

- \* Collaborate with other team members to "enhance the confidence and competence" of caregivers of young children through assessing a child and family's priorities, resources and concerns and assisting a family to develop a plan to achieve functional participation based outcomes.
- \* Share your expertise as applicable with families, other team members and during team meetings.
- \* Facilitate family support and services through flexible, individualized and responsive interaction with the family and team.



Based on Tuckman's Model of Group Development

### Where to find more information on Team Development:

Stages of Team Development: <http://hrweb.mit.edu/learning-development/learning-topics/teams/articles/stages-development>

Mind Tools: Team Management: [http://www.mindtools.com/pages/article/newLDR\\_86.htm](http://www.mindtools.com/pages/article/newLDR_86.htm)

### Resources:

Shelden, M'Lisa L., and Dathan D. Rush. *The Early Intervention Teaming Handbook: The Primary Service Provider Approach*. Baltimore: Paul H. Brookes Pub., 2013. Print.

[AzEIP Policies and Procedures: Chapter 3 Early Intervention Services:](#)

[Early Intervention Mission and Key Principles](#)