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

- **Forming**: Develop ground rules, team purpose, team roles and leaders. Clarify expectations.
- **Storming**: Team member disagreements surface. Teams focus on differences, conflict and competition. Team moves past this stage only when purpose and roles are agreed upon.
- **Performing**: Team reaches the fullest potential and begins to share leadership and value cooperation and collaboration.
- **Norming**: Team begins to be supportive, trusting and effective in achieving purpose. Team focuses on how to improve communication and relationships.

Where to find more information on Team Development:


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

Resources:


AzEIP Policies and Procedures: Chapter 3 Early Intervention Services:

Early Intervention Mission and Key Principles