

# Teaming

## Engagement

Talk about what has been working for you as you meet with families. What are your needs? If you are ready to improve your skills in teaming, this guide can support you as you assess and plan.

### **Explore:**

When you think about teaming, what are your strengths?  
 What improvements would you like to make in the way you use teaming?

## Assessment

### **Scaling:**

On a scale of 1 (need to learn) to 10 (can mentor), where would you place yourself?  
 (Record on the Functional Assessment.)



### **Scaling Continuum:**

<u>Learning</u> Learning the Skills	<u>Working</u> Using the Skills with Families	<u>Mentoring</u> Using the Skills to Mentor
1. Appreciate the concept of wrapping a team of support around families.	1. Understand the concept of teaming to provide families support.	1. Motivate caseworkers about teaming concept.
2. Identify who supports themselves and the different ways that support is provided.	2. Use the teaming concept to provide a supportive network for families by including all community members who work with the family.	2. Model using the teaming concept to wrap families around with an ongoing support system.
3. Understand how teaming strengthens self-determination and independence by supporting individual or family decision-making.	3. Support family in identifying the supports that will be the most valuable to the team, including all family members who have a relationship with the child or share an interest in the family.	3. Model using the team to support families in self-determination and independence by supporting them in making their own decisions.

<b><u>Learning</u></b> <b>Learning the Skills</b>	<b><u>Working</u></b> <b>Using the Skills with Families</b>	<b><u>Mentoring</u></b> <b>Using the Skills to Mentor</b>
4. Use the concept of teaming to setup systems of ongoing support and to build relationships with their colleagues.	4. Support family's self-determination and support them in increasing independence from formal supports.	4. Model teaming by creating partnerships with the learner, other colleagues, administration, and partners.
5. Is able to use solution-focused questions to identify who supports a family.	5. Use solution-focused questions to identify supports and explore whom families turn to for help.	5. Support the learner to use the work team and the family for team decision-making, planning, assessment, and all aspects of the work.

## **Planning**

1. What will it look like when you use teaming as you would wish?
2. What steps can you take that will lead to the desired result?

## **Practice Opportunities**

<b>Mentor with Caseworker</b>	<b>Caseworker with Family</b>	<b>Family with Family</b>
Have a unit meeting or meet with a group of co-workers to practice using solution-focused questions to identify who the natural supports are in an office or within a family.	As a team, answer the questions on the handout, "How do we function as a team?"	
Compile a list with the caseworker of team members and resources that they will use in their work.		

## **Knowledge Base**

### **Concept:**

Use teaming as the basis of child welfare practice

### **Basic Elements:**

Team

Wrap-around

Teaming  
Formal supports  
Informal supports  
Solution-focused questions

**Definitions:**

Team

Any group of people who need each other to accomplish a result.

Wrap-around

A concept of total, coordinated services. Families assist in determining what their needs are and help select a team of individuals, formal and informal supports, to assist them in identifying, creating, crafting, and developing the resources and supports that they will need to meet these needs in a manner that is culturally responsive and fitted to their community.

Teaming

The process of developing, having, and maintaining a child and family team with families, resources systems, and agencies to assist families in solving their problems and addressing their challenges through a strengths-based program.

Formal supports

General services that you depend on that you pay for, such as daycare services, insurance, bankers, therapists, etc.

Informal supports

People who offer you support to meet your day-to-day needs such as social groups, neighbors, best friends, family members, etc.

Solution-focused questions

The following are solution-focused questions that can be used to identify team members:

- Who do you turn to when you need someone to talk to?
- Who else is concerned about your family?
- When you think of people who influence you to reach for the stars, who are those people?