

# Building Your CSA Team!

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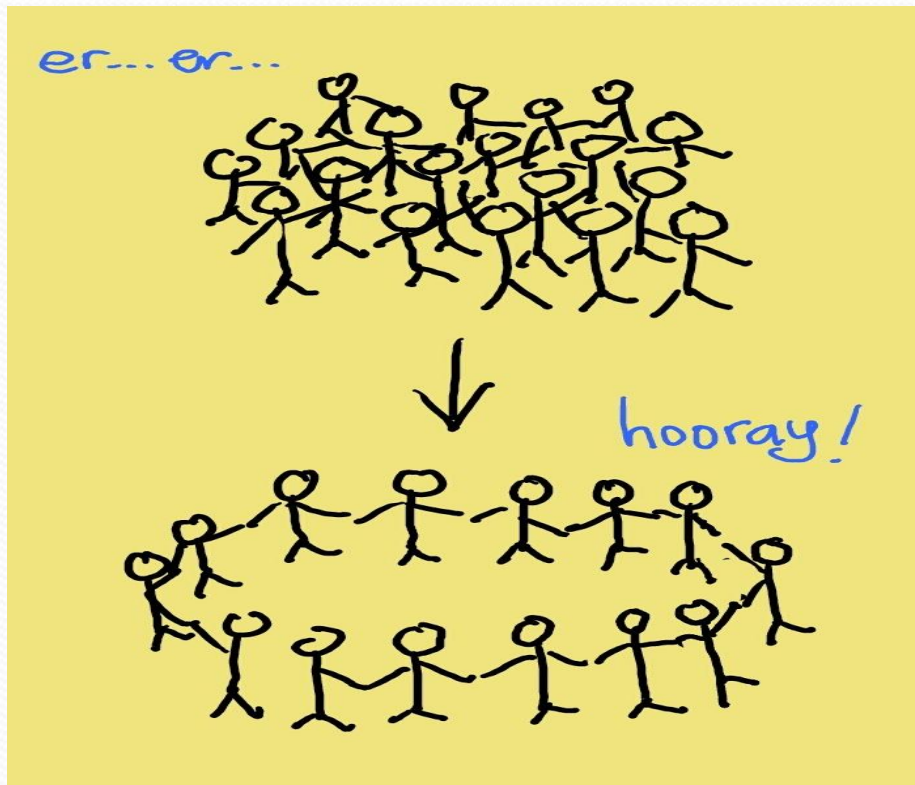
# Topic Overview

- 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 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?

