

SEVEN STRONG

To use a team approach through collaboration of providers, co-workers, and families to support, strengthen, build independence and decision making in order to achieve family and child well-being with the focus being on safety and reducing risk to children.

Rules of the Road

Respect Others and Their Opinions

No Personal Attacks

Be Honest

Be Courteous and Empathetic toward each other

Be Willing to Listen

Consensus Rules

Support each other, make decisions as a team

Have a sense of Humor

Running Meetings: Meetings will start and end on time. We will maintain our schedule of meetings (to be held Thursday's at 915am-10:45am). Team members will not schedule any other appointments or activities during this time. If a topic runs over the allotted time, the team will decide if it should be tabled, decided on, or the conversation should be continued. Cell phones must be on vibrate during the meeting. Only emergency calls will be accepted during teaming.

Assigned Roles: The assigned caseworker will be responsible for documenting group supervision and relevant action steps on their case in Connections. The supervisor will re-cap the meeting to make sure there is team clarification.

Making Key Decisions: Everyone will have an opportunity to express their opinions and be heard. Everyone needs to participate and we will attempt to reach consensus on all decisions in a timely manner. If consensus cannot be reached we will take a 24 hour break and agree to meet the following day at 915am to come to consensus.

Criteria to Teaming a Case: We will team cases that are at high risk of removal or a recent removal, and that have a multitude of issues present. We will also team cases that have any longterm or temporary changes that will affect caseload size or distribution (ex. Workers leaving unit, medical leave, etc.)

Conflict Resolution: We will be discussing this at our next day at CDHS

Team will schedule team building exercises on a Quarterly basis: Jan, April, July, Oct. respectively.

Introducing new members: The team will make sure the new members will be welcomed with a breakfast. The desk will be clean for the new worker with adequate supplies being provided. The first team meeting will have a team building exercise to make the new member feel more comfortable.

Saying good-bye to team members: The leaving member of the team will share what they liked about teaming and what could be improved. Team members will share what the leaving member contributed to the team. The team will plan a good-bye party that the leaving member feels comfortable with (i.e., outside or inside office, just within the team or including outside members).