

## 11 Training 10's for Your Team

### Just to get you started!

1. Learning Style Inventory- This tool is useful for both team development and for sharing knowledge about the importance of Adult Learning for parent implemented interventions. The instructions are included in the worksheets.
2. Coaching Quiz- How ready is your team for coaching each other and families? Let them see the key skills important to the task.
3. "Must Reads" list and one of the must reads from the list- One of my favorite training 10's is to share a new or favorite article from an early childhood journal with the team. If it is really good and I want everyone to have it immediately, I'll copy it and put in mail boxes with a note to read before our next team meeting. If it is good but my budget is crying, I'll use a routing slip and ask them to initial after reading and pass it on. At the meeting we spend our 10 minutes discussing applications for our program. The article I'm sharing with you is one we give to families in our Welcome packet. (A program in Jacksonville sends an article to contract providers with their travel reimbursement checks giving them access to team information too!)
4. Cultural and Family Values- We use this activity to remind participants of how important it is to get to know families and to appreciate their diversity. We can learn so much from each other! This is a short activity but can be used as a framework to support discussions about the impact of our own values on our practices.
5. Diversity Cards- This activity is a favorite to use to for simulating interviewing, problem solving, and embedding intervention into everyday lives of families. Each family member is more than a single demographic. The impact is more evident in the tension between characteristics of a family member or between members that may not be the typical stereotype. We must be ready for a family with 2 moms, cultural and religious diversity, and multiple languages. Match cards across colors and see what demographic characteristics are presented. Add another pair and enjoy the challenge. Practice identifying questions, routines, opportunities for problem solving with team members helps team members gain confidence and reflect again on the importance of diversity competence.
6. What Do You Do When?- Problem-solving at team meetings is a great way to stay abreast of what individual members are thinking and doing. These examples are common, use them to get started and then develop your own focusing on specific skills and values your program has identified as priorities. Getting your team to develop consensus on what are appropriate responses and what aren't is a good way to implement a program practice.

7. Drive By's- How often have you wished you had said something but didn't think of it until after the opportunity was missed? Well, here's the solution. Develop a set of drive by responses with your team. Wish you had a pat answer for the SLP that says she can't role release with the EI because it is not in her scope of practice? Wish your team would give the same responses consistently to families about why NE is so important? Work with the team to develop program responses to common questions. It can be a Q & A handout, or some suggested responses for tough situations. By participating in the development, the team is more likely to remember and use the responses.
8. Thinking About Therapy Materials- I will bring this list to a team meeting and ask every one to add 2 items that they have used recently. We may share the new suggestions in the parent newsletter or post the flip chart with the ideas listed for all to see.
9. Ways to Increase Knowledge- These are quick ideas to increase creative thinking about routines and activities. Share the ideas with others to promote expansion beyond play and basic caregiving.
10. Brown Bag Routine Development Activity- Collect several items with common themes from your home and place them in separate brown grocery bags (so no one can see what they are getting!) I like to give each bag the name of a room I saw these items in during a home visit (or that I found in my own house!) We have given you some examples to use as a model. Each team gets a "brown bag" and the challenge to create a routine with the family for the child using what is in the bag. This is a great opportunity to coach your staff on the importance of using what is available in the home, on joining in- not taking over and also for developing meaningful routines with the family. Don't forget to give the bag a few outcomes from the IFSP to stress the connectivity between routines, materials and child outcomes.
11. Brain Drain - Break your group into teams of 4-5 folks and identify one person as a recorder. Use the Round Robin group process (go from 1 person to the next, the next and so on until you have completed the round... then go again!) Identify a common daily routine- 1 per team meeting... set a time limit... (5-10 minutes should do for the teams to work and another 5 to share with the rest of the group.) The team member must tell the recorder the child's outcome and how it can be embedded in the routine. Then the team members go around the table identifying other outcomes that could be addressed or ways it could be modified to increase opportunities... or other routines the ideas could be included in as well!