

Care teams

Care teams are a process for

- Providing indirect support to learners
- Supporting staff to help learners effectively
- Sharing expertise
- Sharing responsibility

6-stage process

1. Description (setting the scene):

What is happening?

One person describes a learner, a group of learners or a situation that is causing them concern.

2. Exploration (digger deeper):

How it is happening, patterns and other similar experiences

The other members of the team add their own observations about the problem, noting any positive or mitigating aspects as well as negative ones.

3. Theory generation (exploring why):

The personal or social context and possible reasons for why it might be happening

The members of the team outline their ideas or theories about why the problem is occurring.

4. Brainstorming (what could be done):

Identifying possible courses of action

The team quickly lists as many interventions as it can think of. All suggestions are accepted and written down without comment or argument until all ideas are exhausted.

5. Making a plan (what will we do):

Discussing which ones will be tried out in a plan of action

They then discuss the options and choose what appear to be the most immediately useful ones. A review date is agreed in the not too distant future.

6. Review (how did it go):

New information, what worked and development of a refined plan

What was learned from the plan to date and what changes need to be introduced to improve the plan.

Practical considerations

Timetabling to happen on a regular basis

Focus is care rather than discipline

Managing the process rather than the content – who will facilitate?

Maintenance of confidentiality within and outside the team

Keeping a record

The team as a resource

Drawing on range of experiences and perspectives – going round the group for stages 2 – 5

Increasing opportunities for innovative and creative responses

Sharing of expertise and opportunity for learning