

Peer to Peer Team Development

Rationale: Access to Peer to Peer support occurs most easily when programs are grounded in solid team practices; assimilating into the school community and developing sustainability that withstands factors such as time and staff turnover.

Process: The following Team Development practices are essential in developing a sustainable Peer to Peer Support Program.

Who is on the team?

A team composed of members in various professional roles is ideal as it draws from diverse training and experiences and has the capacity to reach the school community more broadly. Consider a team with the following membership:

- Special education teacher(s)
 - General education teacher(s)
 - School Social Worker
 - Speech Language Pathologist
 - Occupational Therapist
 - Guidance Counselor
 - School Psychologist
 - ASD Consultant/Specialist
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What does a well-functioning team look like?

Although there may be some variance in process, well-functioning teams are built on the following foundational elements:

- A mindset of equal participation and shared responsibility. All team members can play a part in meetings, LINKS education, and Peer Collaboration Conferences.
- Effective team practices.
 - Determine a time of day and meeting location that can be consistent. Routine will increase attendance.
 - Determine a frequency that supports the needs of your P2P program. Teams supporting higher numbers of students may need to meet twice a month whereas teams supporting lower numbers of students may need to meet only once a month. Teams may need to meet more frequently in the beginning of the year when LINKS training and establishing mediums of exchange are critical or at the end of the year when a LINKS celebration is being planned and recruitment for the upcoming year may be occurring.

- Rotate meeting roles. Any and all team members can take turns facilitating meetings and taking notes.
- Utilize an action plan to determine your meeting agenda and details of follow-up action needed; committing to equal participation in action item assignments.
 - [Peer to Peer Action Plan Template](#)
- Additional Resources:
 - [Peer to Peer Effective Team Checklist](#)
 - [Are We a Well-Functioning Team?](#)