SART: Developing the Team
Critical Function of the SART

Provide opportunities for collaboration, education, and relationship building between and among professionals.
More than immediate response

The team can “respond” to violence in the community by:

• Improving referral services in the system
• Improving community awareness (both within and beyond the professional circle)
• Developing or revising protocol to address gaps in the system
• Streamline systemic responses to improve victim experience within the system
Who do you need?

- May be unique based upon community
  - Rape Crisis Center
  - Law Enforcement
  - Medical Personnel
  - Legislator / Local Government Representative
  - Mental Health Professional
  - CAC, DV Representatives
  - Prosecutor / County Atty. Representative
Making the Catch
Getting and Keeping a Team

- RELATIONSHIP,
- RELATIONSHIP
- RELATIONSHIP
- RELATIONSHIP

- Target those who can contribute – can make a difference
  - If it is worthwhile, they will come
Remember:

- Everyone is busy
- Everyone thinks that their cause is the most important
- NOT everyone understands the daily language we use
- NOT everyone is comfortable with the topic of sexual violence
- Expect, recognize, and respect resistance
Have a Plan:

Before you ask for participation – have a plan of action

- Develop an outline of goals for the long term
- AND, for the first meeting
SART Meetings

- Identify a skilled meeting facilitator
- Identify a minutes taker
- Always use an agenda (and send ahead of time)
- Provide meeting reminders
- Make sure everyone gets a chance to speak
SART Meetings (cont)

- Schedule in advance (place and time)
- Limit length of meetings
- Consider providing food/drink – snacks
- Follow up if someone absent – let them know they were missed.
- Be respectful of their time – always be early and prepared.
First Meeting(s)

AGENDA ITEMS:
- Introductions
- Statement of Purpose
- Objectives / Goals
- Setting Benchmarks

- It is all about the relationship building!
Stages of Team Building

- Forming
- Storming
- Norming
- Performing

Model by: Bruce Tuckman (1965)
Forming

Team meets
Learns about the opportunity/challenges
Begins work of agreeing on goals
Starts in on the tasks

- Often acting independently of one another
- Little cohesion at this point
FORMING: Facilitator Role

- More Directive in this phase
- Requires more planning
- Remember your goal – to build team
- Model positive team functioning
STORMING

- The “Competition” Phase
  - Members begin to feel comfortable presenting and supporting their points of view
  - May be very uncomfortable for conflict avoiders…but, it is key
STORMING: Facilitator Role

- Encourage and build tolerance
- Still somewhat directive in guidance and decision making
- Still very professional demeanor & modeling by facilitator
- Focus on resolution and compromise within / by the team
NORMING

- Team members adapt to one another
- Work habits flow more smoothly
- Pre-emptive cooperation becomes apparent
- Team may agree on rules, values, goals
NORMING: Facilitator Role

- Leadership role begins to fade out – team will run itself more
- Collaborate on agenda
- Encourage and recognize progress in the process
- Watch for “drop outs”
PERFORMING

- Team members can become interdependent / cooperative
- Self-functioning team w/o inappropriate conflict
- Motivated and Knowledgeable
PERFORMING: Facilitator Role

- More participative – less leader
- Continued observation of dynamic
- Recognition and Encouragement
Other Issues:

- Privacy vs. Productivity
  - Facilitation of specific cases
  - Confidentiality boundaries (form)

- Fluid membership
  - Welcome
  - Thanks
  - Welcome Back
Group Personalities

- Bossy Loud – *I am always right*
- Quiet Passive - *whatever*
- Always Late- *So sorry, traffic, kids, dog, boss, cookies…*
- Never Organized – *Does anyone have a pencil & paper?*
- Negative Commentator – *That’s just stupid*
- Fights for Fun - *So, you are saying violence is no big deal!*
- Cheerleader - *Yay, we can do it…yay, it is all great…yay*
- Frustrated Martyr – *I’ll do it…along with everything else*
Responding to Personalities

- Bossy Loud – *That is a good idea, let’s hear another.*
- Quiet Passive – *What are your thoughts QP? What do you think about ___?*
- Always Late – *We are glad you’ve arrived…now, continuing where we were*
- Never Organized – *Here is what you’ll need*
- Negative Commentator – *What is the solution to that problem?*
- Fights for Fun – *(sometimes planned ignoring works here…or more direct intervention outside of the meeting)*
- Cheerleader – *I’m glad you are so enthusiastic, can you complete the ___?*
- Frustrated Martyr – *We appreciate all that you are doing, but the rest of the team can contribute too.*
Statement of Purpose
(Mission Statement)

- Concise single statement that answers:
  - What are the needs to address?
  - How will we address them?
  - What beliefs/values guide our work?
Questions?
Thank you

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