NIMBLE RESPONSES TO EVERYDAY BARRIERS:
A flexible TBI team makes it look easy!

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JACK BE NIMBLE,

I DON'T EVEN KNOW WHAT "NIMBLE" MEANS.
What is Nimble?

Quick Flexible

AGILE Responsive
As an organization or team being “NIMBLE” conveys

- SPEED
- GRACE
- DEXTERITY
- RESOURCEFULNESS
It all begins with Resilient, Agile Team Members

- Bound by shared purpose
- Committed to concise and effective communication
- Using flexible interpretations of roles (“cross-functioning”)
- NOT trapped by past successes, but willing to explore new possibilities and endless variations.
AND Leaders, focused on SUCCESS,

• make fast, insightful decisions
• “reconfigure” employees as needed
• trust and support innovative work of team members
• accountable for quality decisions, not fearful of risks
Typical Roles vs. Nimble Roles

- Administrator
- Special Education Teacher
- Teacher for the Visually Impaired
- Parents
Successful readjustment to school may require... 

Adaptation of the learning environment, acquisition or reacquisition of skills, provision of compensatory aids and strategies, as well as support services from special education providers...
Nimbleness requires adaptability among roles.

- Cohesive Strategy with shared team purpose and values,
- Clearly defined roles and responsibilities,
- Developing trust through Open and transparent communication,
- Rapid response in adapting to a changing environment
- Exemplary and effective team leadership.
TBI in America

- 5.3 million Americans are living in the United States with a TBI
- 15-24 is the age range of the highest incident group
- Males are 1 ½ times more likely to sustain a TBI
- Incidents and reporting of TBIs have increased by 70% since the 1990s.
- Leading causes for TBI: 35% Falls, 17% Motor Vehicle Crashes, 16% Struck by/against events, 10% Assaults, 21% Unknown

*information from Brainline.org*
TBI in Minnesota

- MN School Child Count 2016 *

- Total MN special education child count (birth – 21)
  137,601

- Total number of students served under the TBI category
  449 = 0.3%

*information from MN Low Incidence Project
TBI Impact in Schools

Main areas of impact for school age individuals suffering a TBI are:

- Thinking
- Physical
- Sensory/Perceptual
- Communication
- Academics
- Social
- Emotional/Behavioral

*Used with permission from Kim Leaf presentation, February 2017*
An effective and resilient team is:

- **Positive:** self-assured, secure
- **Focused:** has clear vision of outcome
- **Flexible:** uncertainty brings creativity
- **Organized:** ambiguity can be managed
- **Proactive:** engage, rather than defend
Meet Jack and Josh
Jack

- Mid-8th grade hockey practice knockout
- Long recovery period with severe symptoms including migraines, dizziness, and depression
- 504 for the remainder of 8th grade
- Evaluation in fall of 9th grade – qualified TBI
- Intensive Parent Involvement
Nimble Team for Jack

- Case Manager
- TBI Specialist
- Jack
- Parents (Mom)
- School Nurse
- Mainstream Teachers
- Administrator

- Positive
- Focused
- Flexible
- Organized
- Proactive
### Nimble Team Exemplars - Jack

**Positive**

**Focused**

**Flexible**

**Organized**

**Proactive**

<table>
<thead>
<tr>
<th>Issues</th>
<th>Solutions</th>
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<tbody>
<tr>
<td>Excessive Absenteeism</td>
<td>Flexible Scheduling options, Positive Support</td>
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<tr>
<td>Workload management</td>
<td>Proactive Cut-down Work, CARROT app</td>
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<td>Self-advocacy</td>
<td>Assistance in speaking with teachers</td>
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<tr>
<td>Depression, Mental Health</td>
<td>Treatment, Flexible work</td>
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<tr>
<td>Identity</td>
<td>Opportunities for new social outlets</td>
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Parent Perspective

Parent Video Clip
Emotional Support

• Be a team member who listens and encourages
  • Parents
  • Student
  • Other Team members
• Support definitely includes RESOURCES
  • CBIRT Family Recovery Pattern
  • MN Brain Injury Alliance
Josh

- Often the TBI causes or impacts a visible condition (ex. vision)
- Strategies for the more visible condition (like vision) can need to be adjusted to due to the impact of the TBI
Nimble Team for Josh

- Case Manager
- TBI Specialist
- Josh
- Parents
- VI Teacher and Paraprofessional
- O&M Instructor
- Mainstream Teachers/Admin.

- Positive
- Focused
- Flexible
- Organized
- Proactive
Nimble Teams can Innovate

- Each person and TBI is unique, so don’t be afraid of unique, individualized, or creative solutions.
$5 - 2(n+2) \leq 4 + n$
Innovate (cont.)

• Research and Evidence-Based Practices

• Don’t be afraid to use research and EBP from other areas to incorporate into your work


  • National Center on Intensive Intervention
Deep listening is miraculous for both listener and speaker. When someone receives us with open-hearted, non-judging, intensely interested listening, our spirits expand.

- Sue Patton Thoele
Nimble Teams - Both Jack & Josh

- Be a team member that has an eye on the big picture
- Not all things are of the same importance level
Consider Skills/Concerns Beyond Academics

- Teach the student/young adult to study themselves
  - Track physical symptoms/medications for doctors and as transition skill
- Vulnerability
  - Social landmines
    - In person
    - Social media
  - Impulsivity
Consider Skills/Concerns Beyond Academics

- Transition Services/Programs
- Voc Rehab
- MN Brain Injury Alliance
Nimble Team for the WIN
Nimble Team for the WIN
Final Thoughts

Video Clip
Does your organization have it?
References

- Daryl Conner: How to create a Nimble Organization; National Productivity Review, Autumn 1998
- MN Low Incidence Project
- Brainline Organization
- Brain Injury Association of America
- Kim Leaf: Recovering Brains: Understanding TBI and the Supports Needed for Student Success, February 2017
Thank you!

Contact Information

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