



**CHILDREN'S
THERAPY
T.E.A.M.**

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The Best in the Region

The Children's T.E.A.M. family of providers includes Children's Therapy TEAM, Children's ABA T.E.A.M., The Grace School T.E.A.M., and The Kid's Studio by Children's T.E.A.M. We strive to provide the very best pediatric services for our clients. Known for providing exceptional care in a fun, family-friendly environment, Children's Therapy T.E.A.M. is the leading pediatric therapy provider in Northwest Arkansas.

Together Everyone Achieves More

As a clinical education center, Children's Therapy TEAM embraces the opportunity to help clinical students learn and grow. You are the future of our field! Additionally, TEAM therapists and kids benefit from the unique gifts and vibrant energy that you bring.

TEAM Goals

As a company we focus on the following:

- 1) Improving quality of life for the clients we serve;
- 2) Providing an excellent working environment for our employees;
- 3) Offering rich educational opportunities for student clinicians, thereby contributing to the future of our professional fields in Speech Pathology, Physical Therapy, Occupational Therapy and Developmental Therapy.

Volunteerism & Community Involvement

Involvement beyond the walls of the clinic is a hallmark of Children's Therapy TEAM. Each year TEAM Therapists give countless hours of service both locally and internationally. By exploring volunteer opportunities during your placement at Children's Therapy TEAM, you will gain an even better understanding of the needs of our clients and their families.

TEAMworks

TEAMworks is a nonprofit organization dedicated to improving the quality of life for children with special needs who may not otherwise have access to quality care, equipment and materials. Volunteers provide resources, training for care providers and outreach programs both internationally and locally.

Explore More!

You can learn more about the history of TEAM, hear testimonials, take a 3-D tour and more online at www.ChildrensTherapyTEAM.com.



Christina Ruby (Physical Therapy)

Christina is a Board Certified Clinical Specialist in Pediatric Physical Therapy and holds a doctoral degree. She is a veteran therapist who has worked in varied settings including schools, homes, early intervention settings and hospital based Neonatal Intensive Care Units. She feels blessed to have a job she loves as she gains joy from watching kids grow and learn new things. When not working Christina enjoys spending time with her husband and their boys. She says they keep her on the go.

Carmen Shumpert (Speech-Language Pathology)

Carmen received her Master of Science in Speech Language Pathology from the University of Arkansas, Fayetteville, before joining the TEAM family in 2006. In addition to providing therapy at TEAM, Carmen serves as our Administrative Liaison. She shares, "I love "my" kids and their families, and I love my job!" Working with several children with special needs who were adopted from Ukraine inspired Carmen to join TEAMworks International Outreach. Through TEAMworks she has gained international experience with assessment and treatment of children with special needs in Ukraine and China. Carmen is happily married and is often entertained by her son Zachary who is an excellent artist and musician.



Julie Marvin (Occupational Therapy)

With over 20 years of pediatric experience, Julie Marvin has provided therapy in a vast array of settings such as schools, preschools and clinics in NWA. She has also provided care in international settings such as Guatemala and China as a TEAMworks Therapist. In addition to Julie's work as education coordinator, Julie also directs TEAM's CI Mobility Program and regularly oversees [summer mobility camps](#) for children diagnosed with Hemiplegia. Julie enjoys caring for a wide variety of ages and diagnoses with a keen interest in serving children with neurological impairments. She is a dedicated wife and mother of three children. Julie serves as a strong advocate for adoption and for serving children with disabilities through her volunteerism with the TEAMworks Nonprofit.

TEAM's Privacy and Security Policy for Students

Students should comply with relevant Health Information Portability and Accountability Act (HIPAA) standards and related legislation. TEAM's designated Security Officer and Privacy Officer are integrally involved in ensuring company compliance. Students should immediately report problems or concerns to TEAM Security and/or Privacy Officers at HIPAA@childrenstherapyteam.com.

Protected Health Information (PHI)

PHI is any *individually identifiable health information* that can identify a patient, including (but not limited to) the following:

- patient's name (first or last)
- patient's digital image,
- video recording of patient,
- audio recording of patient,
- patient's address (street, county, zip code),
- patient's birthday,
- patient's email address.

Disclosures of PHI

Students should not disclose PHI.

Transmission of PHI

Students should not transmit PHI electronically via email, text, social media, etc.

De-identified Information

/Any information shared relating to an observation experience at Children's Therapy TEAM must be completely de-identified and lack PHI.

Requests from Judicial, Legislative, Administrative or Other Governmental Bodies

If a student is asked to share PHI, then a written court order or other related documentation must be presented. Prior to any disclosure, students must make a written request to Children's Therapy TEAM in order to afford reasonable opportunities to prevent or limit disclosure if necessary.

Name Tag

For security purposes, student observers should wear a name tag at all times while in the clinic.

Cell Phone Use

Do not use a cell phone or any media device while at Children's Therapy TEAM. Items must be stored discretely and not be visible at any point during the observation.

Recording Devices

Do not take pictures, video or audio recordings of any kind while in the clinic, lobby, clinic parking lot, etc.



Parking

Free off-street parking is available at all clinics. Because of the mobility challenges of our clients, please reserve the parking spots closest to the building for TEAM kids and their families unless you need a handicap accessible parking spot.

Sick Policy

If you have an infectious illness, please call to reschedule. If currently required to isolate based on CDC's Health guidelines, or a recent exposure, notify the office and reschedule.

Management of Appearance

Students should use good judgment and common sense regarding their appearance. Proper hygiene and appropriate attire are important to the work environment. Students are expected to report well-groomed and with clean, ironed and professional attire.

Professional Clinic Attire

Please wear professional, casual attire (at TEAM's clinics this may include scrubs). Appropriate pants include khakis, slacks, jeans or tidy scrubs.

Unacceptable Attire includes:

1. Tank tops, halter tops, or muscle shirts
2. Bare navels or transparent shirts
3. Clothing adorned with foul language or images
4. Torn clothing or clothing with holes
5. Articles of clothing that expose cleavage, midriff, or buttocks
6. Short skirt or short dress (*more than 2" above the knee*)
7. Shorts
8. Sweatpants
9. Indoor ball hats or bandannas
10. Lip, tongue rings or ear tunnels
11. Excessively wrinkled clothing
12. Leggings with t-shirt

Name Tag

You will be assigned a name tag at the front desk. Please keep it visible through your entire stay with us.

Perfumes

Because of allergy risks to others, please avoid use of any heavily perfumed products.

Religious Attire

Such attire is considered appropriate if worn specifically for religious or cultural reasons.

Personal Belongings

Please safeguard personal belongings. Observe the following guidelines in bringing or displaying personal belongings:

1. Nothing can be displayed that (in the opinion of supervisors) is derogatory to any person or system of beliefs.
2. Objects (in the opinion of supervisors) that are inappropriate or hinder work efforts should not be allowed and must be removed upon request.
3. Safety comes first. No object should interfere with job safety as viewed by supervisors.

1. Attitude

Present a friendly, positive attitude.

2. Phone/Texting/Media Use

Refrain from cellphone/texting/media use while observing sessions.

3. Scented Lotion/Perfume

Refrain from using heavily scented products on the day of your visit.

4. Treatment Time

Refrain from interrupting the flow of treatment sessions. Ask questions following sessions or at an appropriate time (e.g., while child is receiving reinforcements/incentives with a desired toy/activity).

5. Observation Hours

TEAM offers students observers (excluding fieldwork and internship students) up to 5 hours of observation. If you complete the 5 hours and have a strong desire for more observation time, individual situations can be reviewed with your TEAM Education Supervisor.

6. Parents

TEAM carries an open-door policy and often parents will either be with their child or observing treatment nearby. Be mindful and considerate of how questions or comments are worded. To this end, we consider the poem below, written by Emily Perl Kingsley, to be "required reading" for all student observers.

WELCOME TO HOLLAND

I am often asked to describe the experience of raising a child with a disability - to try to help people who have not shared that unique experience to understand it, to imagine how it would feel. It's like this.....

/When you're going to have a baby, it's like planning a fabulous vacation trip - to Italy. You buy a bunch of guide books and make your wonderful plans. The Coliseum. The Michelangelo David. The gondolas in Venice. You may learn some handy phrases in Italian. It's all very exciting.

After months of eager anticipation, the day finally arrives. You pack your bags and off you go. Several hours later, the plane lands. The stewardess comes in and says, "Welcome to Holland."

"Holland?!?" you say. "What do you mean Holland?? I signed up for Italy! I'm supposed to be in Italy. All my life I've dreamed of going to Italy."

But there's been a change in the flight plan. They've landed in Holland and there you must stay.

The important thing is that they haven't taken you to a horrible, disgusting, filthy place, full of pestilence, famine and disease. It's just a different place.

So you must go out and buy new guide books. And you must learn a whole new language. And you will meet a whole new group of people you would never have met.

It's just a different place. It's slower-paced than Italy, less flashy than Italy. But after you've been there for a while and you catch your breath, you look around....and you begin to notice that Holland has windmills....and Holland has tulips. Holland even has Rembrandts.

But everyone you know is busy coming and going from Italy...and they're all bragging about what a wonderful time they had there. And for the rest of your life, you will say "Yes, that's where I was supposed to go. That's what I had planned."

And the pain of that will never, ever, ever, ever go away...because the loss of that dream is a very, very significant loss.

But... if you spend your life mourning the fact that you didn't get to Italy, you may never be free to enjoy the very special, the very lovely things...about Holland.