

# Collaborative Teams



## Overview

Collaborative teams allow educators to work interdependently to study and communicate the impact of their teaching, using evidence of student progress to improve outcomes for all students. These teams set the stage for data inquiry, during which the focus shifts from how students work to how students think.

## Making a Difference

Educators and schools that engage in quality collaboration have the following.

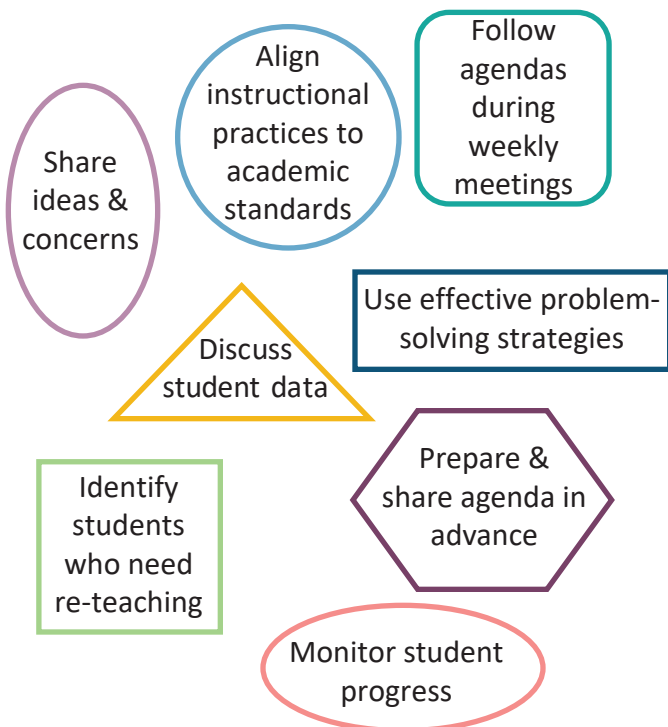


Better achievement gains in math and reading



Teachers who improve their practices at greater rates

## Teams



## Collaborative Team Structures



### Agenda & Minutes

- Purpose of the meeting
- Time bound
- Specific issues to be discussed
- Outcomes to be achieved



### Norms

- Meeting expectations/commitments
- Agreed upon collectively
- Focus on respecting all participants
- Focus on only a few critical norms



### Roles

- Establish the roles needed
- Clear role responsibilities
- Post/review roles on agendas
- Rotate roles to build capacity



### Collaborative Skills

- Pausing
- Paraphrasing
- Posing questions
- Putting ideas on the table
- Providing data
- Paying attention
- Presuming positive intentions



### Consensus

- A clear option agreed on by majority
- Those opposed given opportunity to influence that choice
- All team members agree to support the decision



### Protocols

- Agreed upon guidelines for conversation
- Structure that permits very focused conversations
- Should be a facilitated structure

*“Collaboration is based on cooperativeness, learning from errors, seeking feedback about progress, and enjoying venturing into the ‘pit of not knowing’ together with expert help that provides safety nets and, ultimately, ways out of the pit.”*

(Hattie, 2015)