

Collaborative Teams

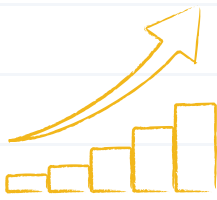


Overview

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

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|---|---|
| ✓ Share ideas and concerns | ✓ Follow an agenda during weekly meetings |
| ✓ Discuss student data | ✓ Identify students who need re-teaching |
| ✓ Align instructional practices to academic standards | ✓ Prepare and share agenda in advance |
| ✓ Use effective problem-solving strategies | ✓ Monitor student progress |

“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)

Collaborative Team Structure

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

- Define 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 are given an 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