Culture of Collective Responsibility Checklist

*Purpose/Goals*

* **Shared goals** – We understand the importance of shared goals and they strengthen our solidarity as a team.
* **Mindframes** – All team members share beliefs that we are evaluators of our practices and collectively we can make the greatest impact on student outcomes.
* **Data** – Data drives the purpose of our team meetings and the actions that follow.
  + Data cycles are a part of our team culture.
  + A consistent data-based decision-making process such as G.A.I.N.S. is used.
* **Goal alignment** – Our team seeks to align goals among all our stakeholders.

*Trust*

* **Authenticity** – Team members are honest with each other regarding thoughts, feelings, and opinions
* **Psychological safety** – Our team creates an environment where members can share freely and openly, present new ideas, voice concerns, and make mistakes without judgement.
* **Commitment** -Team members are committed and dependable by showing up and completing tasks.
* **Confidence** – Our team believes that all members have the best intentions and interests at heart.

*Team Communication*

* **Collaborative –** Our team discussions are open, inclusive, value mutual perspectives, and work collectively toward solutions.
* **Perceptive** – Team members work to accurately perceive and understand the thoughts, feelings, and behaviors of others in social settings
* **Systemized** - Our team has developed a consistent structure where all team members and essential stakeholders have ongoing access to needed information in a timely manner.
* **Connected –** Our team has a system to communicate with both internal and external stakeholders using a two-way feedback mechanism.

(Adapted from) National Labor Management Partnership. (2022). Collaborating for student success. A comprehensive, practical guidebook for increasing shared decision-making through lasting partnerships. NLMP. [https://www.nea.org/sites/default/files/2022-05/Collaborating%20for%20Student%20Success%20Guidebook%202022.pdfollaborating for Student Success Guidebook 2022.pdf (nea.org)](https://www.nea.org/sites/default/files/2022-05/Collaborating%20for%20Student%20Success%20Guidebook%202022.pdf)