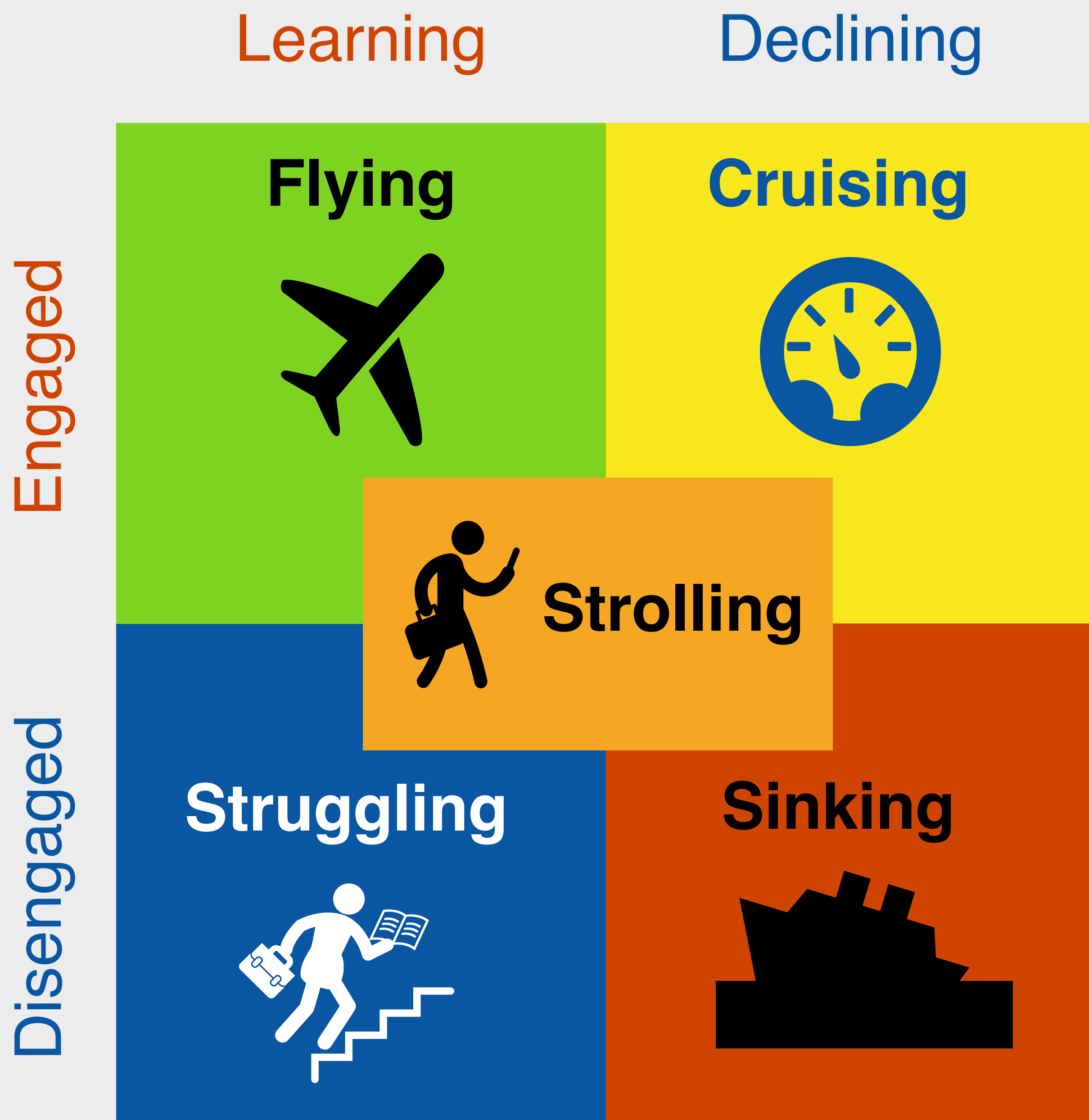


# Collaborative Teams

The matrix below is linked to the way school teams function. It does not necessarily indicate a whole staff culture but more a team culture of between 3 and 6 teachers. The ultimate is for teams to be operating in the Flying Zone but it is recognised that at times teams may traverse through different zones. The key is to identify when your team is stuck in a particular zone. Patterns can be disrupted to bring teams back on track.



Collaboration in schools does not just happen it requires a change in culture, a high degree of trust and a shared commitment to changing practice to do the best for the learners.

What are the situational aspects in your school that could form barriers to collaboration?

Schools are social institutions and trying to force teachers to act or conform to a normalised teaching method is doomed to failure without teacher buy in. What is your vision for the team/school? How do you go about ensuring buy in?

What social or professional barriers does your team have to overcome?

What commonalities of practice does your team share?

What learner needs are unique to your School/team?

How can we interact together to find innovative solutions for our team?

Trust is also a vital aspect required for an effective team. How do you go about building trust in your team?

## 10 ways to improve collaboration

1. Establish a shared vision- shared goal
2. Encourage a growth mindset
3. Eliminate fear of failure
4. Work at collegiality
5. Aim for continual improvement
6. Expectation of success
7. Establish trust early on
8. Respectful dissonance
9. Support from team leaders
10. Celebrate successes and gift wrap with a sense of humour



**Flying**  
 Teachers & learners have accelerated progress in learning  
 Staff, community & learners work together  
 They know the vision and actions required to achieve it  
 Have set norms of working together



**Cruising**  
 Appear to be engaged and may once have been  
 Learners achieve in the short term despite quality of collaboration  
 Learners not well prepared for modern world  
 Powerful norms inhibit innovation



**Strolling**  
 Neither engaged or disengaged  
 Moving at an adequate pace to collaboration working  
 Ill defined norms inhibit marked improvement



**Struggling**  
 Disengaged and they know it  
 Expend considerable energy to improve  
 Unproductive dissonance causes initiatives to stall  
 Will often succeed due to sheer will of individual members  
 Often associated as failing which is demotivating



**Sinking**  
 Disengaged- norms of isolation, blame and self reliance, loss of faith disempowers and leads to sporadic if any growth  
 Staff unable to change-fixed mindsets  
 Needs dramatic support and intervention to realign  
 Learners often compliant but not engaged