

10 PREVENTIVE TIPS

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1. Form a specialists' team, or have specialists attached to a team, and, establish a system for specialist- team communication.
2. Establish strong Teams first; Advisory groups second.
3. Connect Teaming & Advisory, organizationally and instructionally.
4. Support Team identity-- logos, slogans, affirmations, symbols, history, spatial proximity, ceremonies, etc.
5. Strive to stay small. Teams of 2, 3, 4 teachers are preferable to teams of 6, 7 etc.
6. Balance expectations for teaming with amount of common planning time.
7. Keep teamed classrooms in close proximity. Don't be intimidated by your facility. Science lab rooms should not discourage us.
8. Establish Team Leader-Administrator Steering Committee for school decision-making and/or administrators meet with teams. Use a system for team evaluation (internal and external).
9. In-service should include hands-on teaming experience where teams develop common plans. In-service should also include training skills (e.g., understanding and communicating with those "I don't know or like.")
10. Identify teaming as a structure through which teaching as a decision-making can really take place. Teachers should move towards freely adapting instructional time, space and curriculum to the teams' students.
11. Keep teams together whenever possible- familiarity breeds friendship.
12. Expect it takes teams three or more years to evolve. Draft time-line of reasonable growth plan.
13. Avoid tracking students or skewing grouping so that a single team has all Band, or Gifted, or other special groups. Group within teams as instructional needs fluctuate.
14. Maintain whole Faculty hospitality. Departments can continue to meet regularly but it is imperative that the Team is the focal point for planning & delivery of curriculum and instruction.