AN INTRODUCTION TO COLLABORATION WITHIN THE PROFESSIONAL LEARNING COMMUNITIES OF THE KPBSD
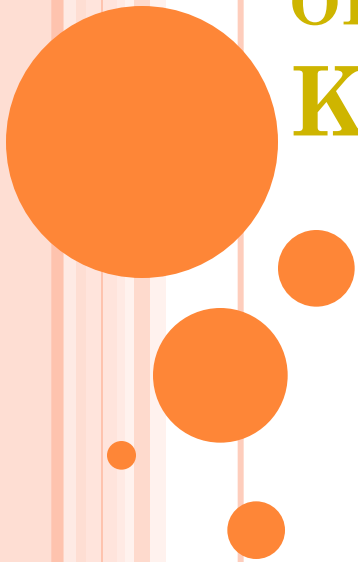
WHAT IS COLLABORATION?

Collaboration is a <u>systematic process</u> in which KPBSD educators work together in <u>recurring cycles</u> of <u>collective inquiry,</u> <u>professional learning,</u> and <u>action research</u> to achieve better results both individually and collectively <u>for our students</u>.

Effective collaboration is the base for our professional learning communities.

IF STUDENT SUCCESS IS THE NORTH STAR, THESE QUESTIONS FORM THE BIG DIPPER

1. What is it we want our students to learn?
2. How will we know if each student has learned it?
3. How will we respond when some students struggle to learn in?
4. How can we extend and enrich the learning for students who already know it?

Five Functions of an Effective Team

- Ability to establish trust
- Ability to engage in honest dialogue regarding disagreements
- Ability to make commitments to one another
- Ability to hold each other accountable
- Ability to focus on results by pursuing specific and measurable goals

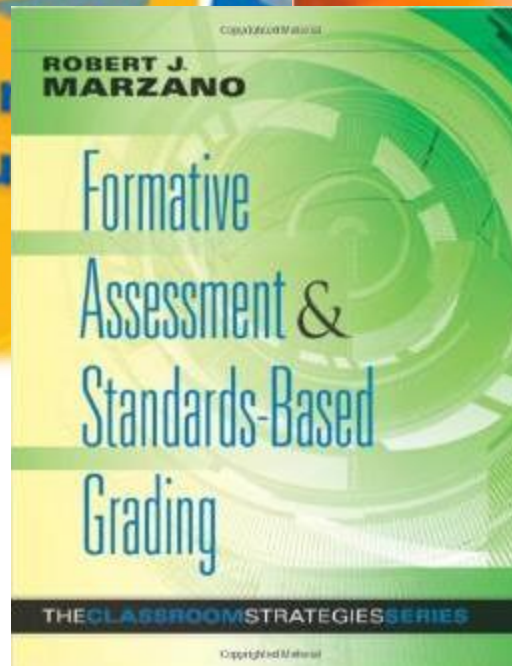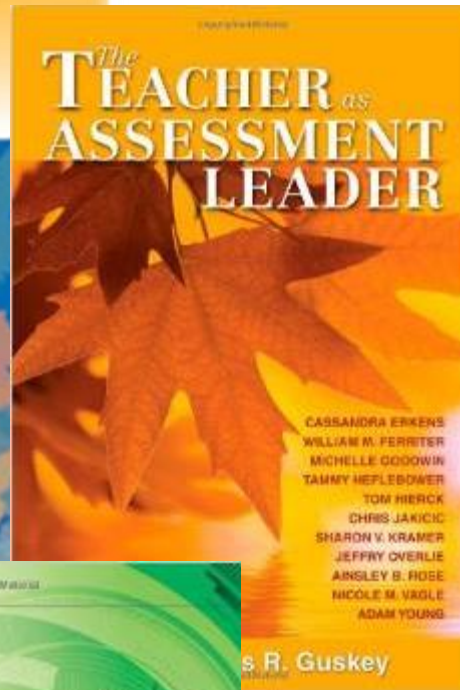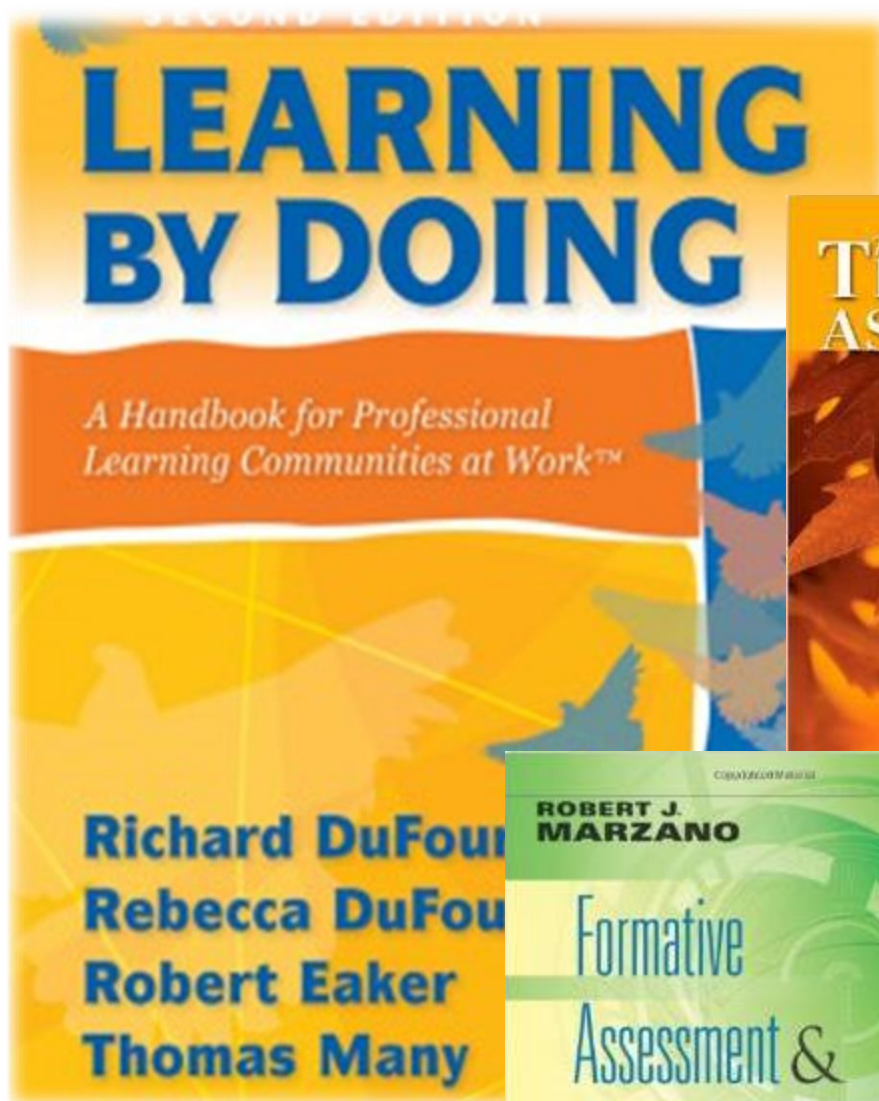# Norms of High Performing Team(s) and Team Members

- Willing to consider another's perspective
- Understands spoken or unspoken feelings/concerns
- Communicates positive regard, caring and respect
- Willing and able to evaluate the team's effectiveness
- Seeks feedback and evidence of team effectiveness
- Maintains a positive outlook and attitude
- Proactive problem-solving
- Aware of the individual and group contribution to the purpose and goals of the larger organization

KPBSD Administrator Responsibilities Regarding Collaboration

1. Assign teachers to teams
2. Establish clear parameters and priorities that guide the work of the teams
3. Expect a product – artifacts related to the team's collective inquiry
4. Help teams focus on issues that impact student learning
5. Foster conditions that move educators from work groups, to high-performing collaborative teams.
6. Provide clarity regarding the purpose of the collaboration, and the expectations of members.

Two Great Websites:

All Things PLC.com

Solution Tree .com (Free reproduci-bles and Study Guides section)