An Effective Team

By Evan Hanson

Memorial Elementary School

- Upton, Massachusetts
- Pre-K- 4th
  - Mainly deal with K-4th
- 4 classes per grade
  - Excludes preschool
- 20-24 students per classroom

Statistics (Yay Math!)

- High Needs- 21%
  - 11% is disabilities'
- Student to teacher ratio- 1:15
- 57% progress towards improvement
  - Down from the past
- WHY IS IT DECREASING??
- WHY IS IT SO LOW??

What's the Problem?

- Problem resides in the grade level teams
- 1 out of 4 teams have good chemistry (as told by counselor)
- Most teachers operate autonomously in their grade

What Happened to the Chemistry?

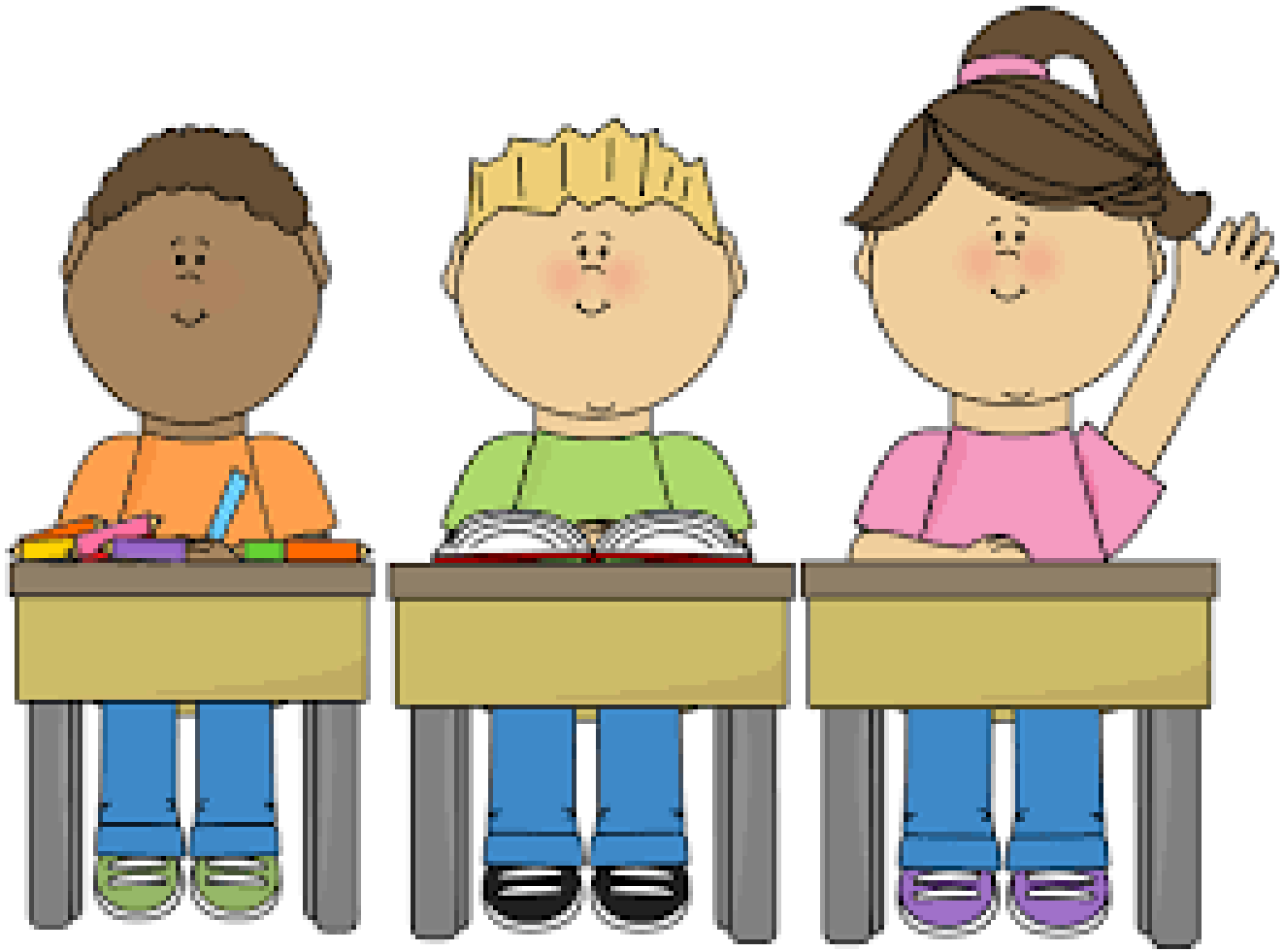
- Frequent teacher changes?
- Time that teachers have been together?
  - Either too short or too long
- Personality clashes

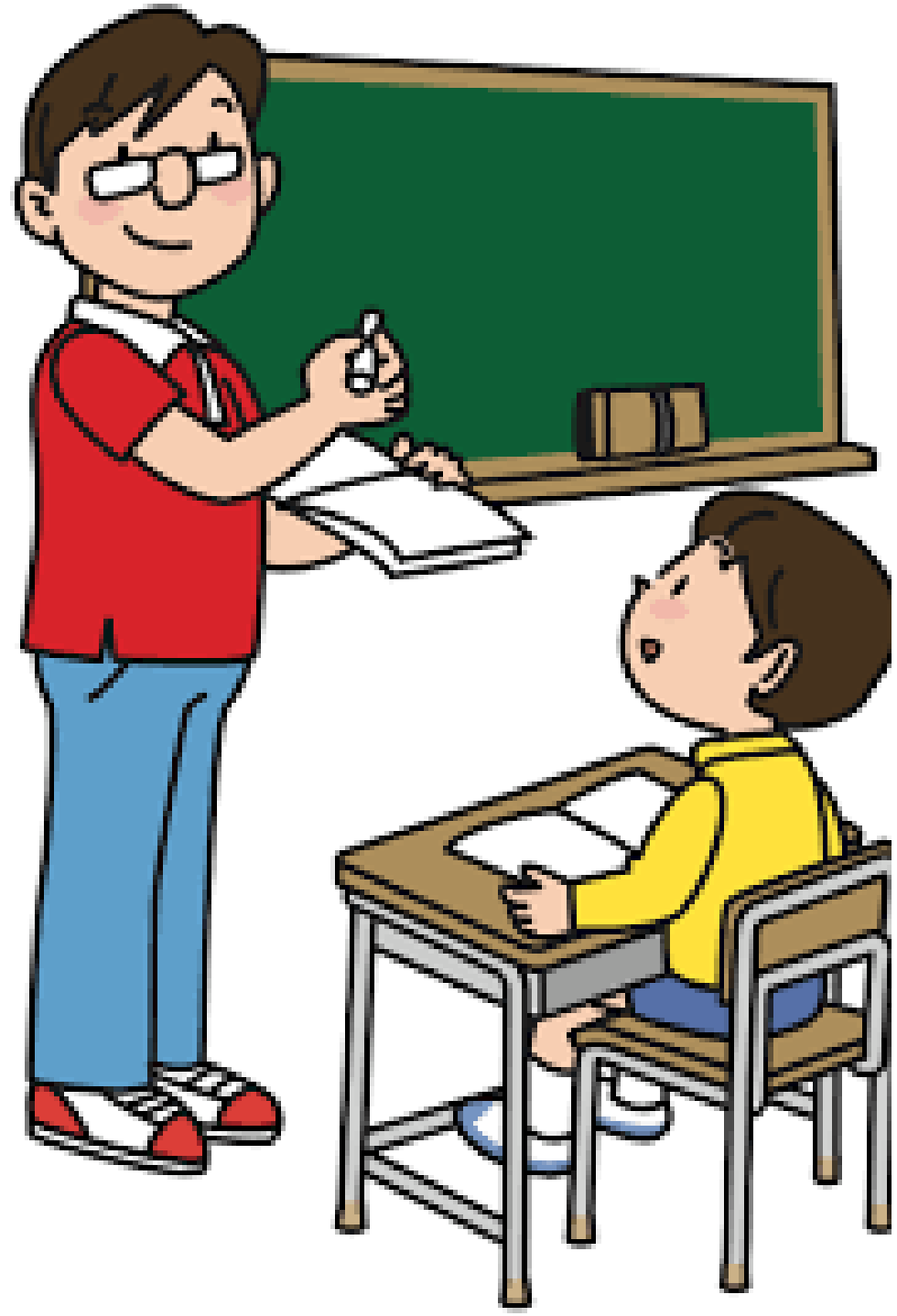
Independence as a Teacher

- Being an independent teacher can be amazing!
- When groups are needed, can have the reverse effects
  - Competition,
- Goddard and Goddard:
  - Collaboration positive for student learning
  - Better instruction from Teachers
- Pounder:
  - Collaboration sees fewer office level referrals from those teachers who are collaborating

Student Benefits

- Various studies show an increase in student achievement with effective collaboration
  - Goddard and Goddard, Saunders, Goldenberg, and Galimore
- Darling-Hammond & Richardson:
  - Able to collectively come up with a solution to problems
  - Help students from all different angles





Teacher Benefits

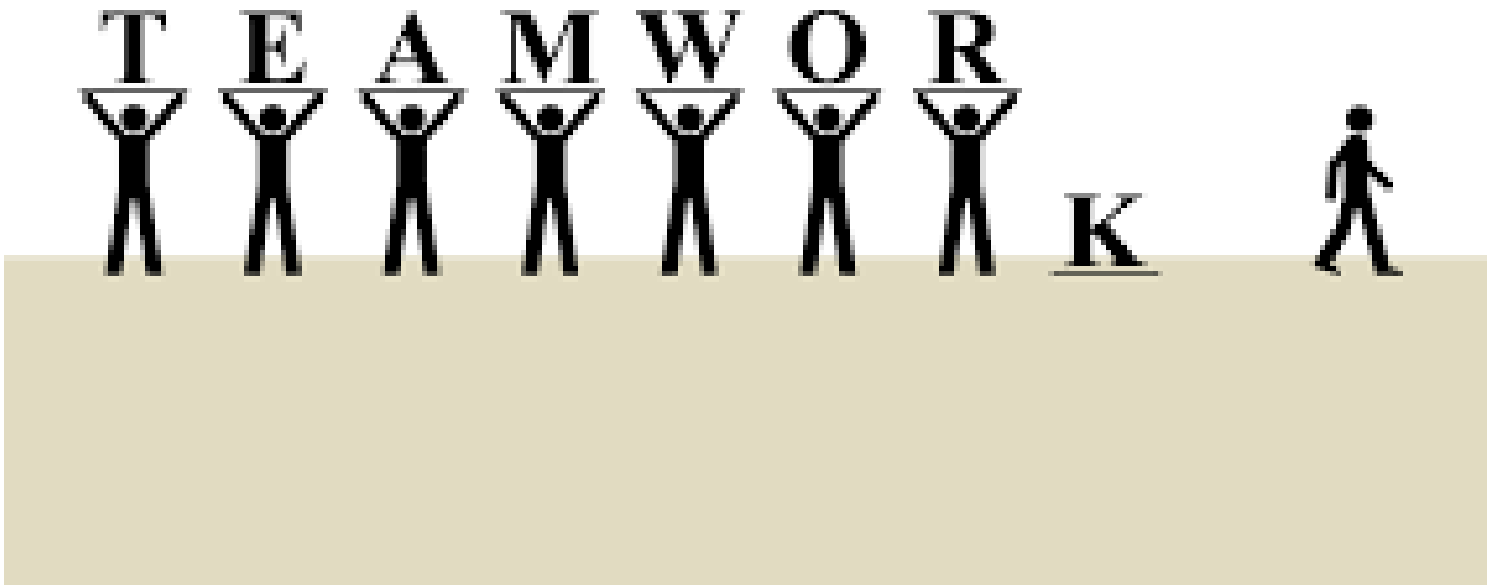
- Pounder: Teachers offer great knowledge to other teachers
    - Experience
    - New Techniques
- Jao & Mcdougall: Professional Development for Teamwork
    - Teams who started out with common goals and great chemistry collaborated the best

Possible Flaw?

- https://www.youtube.com/watch?v=T63MCogI4sM
- https://www.youtube.com/watch?v=2r6qmLfsRtw

Collective Teacher Efficacy

- What is it?
  - The collective efforts of the teachers as a whole, will have positive effects on students
- Ex. Sports Teams
  - All about the Chemistry
  - Celtics vs Sixers (Eastern Conference Semi-finals)
  - Missing top 3 scorers, still won in 5 games (out of 7)
- With a collective efficacy, anything is possible



Efficacy at Memorial?

- Chemistry and Morale are not where they should be
- They are a team, but not a team
- Many strong willed personalities

Collective Efficacy in Meetings

- Goddard, Hoy, and Hoy: With Efficacy, group is able to be persuaded by sound argument
  - When persuasion by sound argument is unsuccessful, learning is not done within group
  - Without learning, effective techniques might not be brought back into the classroom

The School Environment

- Collective Efficacy can have effects on School culture as well
- Tschannen- Moran and Bar: The Efficacy can be revitalizing or demoralizing
- 23% high needs students come into play
  - Teachers could be frustrated by these students
  - Not collaborating + low efficacy= negative school culture
- Overall “Vibe” is off

What Does Memorial Need For Team Efficacy To Improve?

- Focus on 2 aspects
  - Social Persuasion
  - Vicarious Experience

How To Achieve It?

- Field Trips to Other Schools
  - Learning from other could be more beneficial
- Move teams around
  - Move teachers to make better fitting teams
- Have Principal sit in on team meetings
  - See what actually goes on within these meetings

Video 2!

- https://www.youtube.com/watch?v=_-_Ep4z5RkQ&t=112s

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