Building Communities of Practice

Staff Member _____ **Date** _____

For each question, indicate the frequency with which the team acts (never, sometimes, or always), and rate the quality of the team's performance by circling a number from 1 (low) to 5 (high). Compare your observations with those of your team colleagues. How can the team use this information to strengthen its performance?

Behavior	Frequency of Response	Quality of Response
1. Does the team often discuss its failures? Does the team view failures as opportunities to learn or to make improvements in the future? How much does the team learn from its failures?	Never Sometimes Always	1 2 3 4 5
2. Does the team refuse to tolerate its members being judgmental? Does it confront insults? Anger? Fear tactics, put-downs, rolling of the eyes, and use of the words *but* or *they* in comments like, "But your idea will never work because they won't let us . . ."	Never Sometimes Always	1 2 3 4 5
3. Does the team use an ongoing cycle of continuous improvement to reflect on results and share what worked and didn't work? Do team members understand that team learning is an ongoing process?	Never Sometimes Always	1 2 3 4 5
4. Does the team continuously disperse learning and share with others? Does the sharing of craft knowledge play a key role in every team meeting?	Never Sometimes Always	1 2 3 4 5
5. Does the team expand beyond its current group knowledge to learn from and use outside trusted sources of information, including national organizations, other schools, respected research, and outside experts? Does the team ask every month, every year, is there a better way to do this?	Never Sometimes Always	1 2 3 4 5