

# Knowing Your Team History

Staff Member \_\_\_\_\_ Date \_\_\_\_\_

Use the following questions to reflect on your team history. You may want to create your own rating scale to rank the team's performance in each of the areas. When you have completed your responses, meet together with your team to discuss variant views and understandings.

1. **Motivation for becoming a professional learning community team.** Do team members primarily relate to one another out of compliance, or out of self-efficacy and the desire to be part of a team? Does the team understand the importance of its work as a team—focused on improved student learning? Do team members display *interdependence on one another*?
2. **Attitudes toward collaboration.** Do team members tend toward getting things done together? Do they tend to be trusting or suspicious of each other? Do they respect organizational structure or do as they please? Are team members laid-back or high-strung, optimistic or pessimistic, cheerful or dismal, enthusiastic or reserved, isolated or participatory?
3. **Tier 2 E-W lateral accountability.** Does the team work well together? Do members challenge one another? Hold one another accountable to the agreed-upon action for the vision and values of the school and the grade-level or course content? Do team members encourage one another? Care about one another? Know the emotional lives of one another?

4. **Work ethic.** Does the team have a strong or weak work ethic? When things get tough and stressful, do they rise to the occasion or flail about? Do they support or push back against team decisions? Do they attack good ideas and explain why they won't work, or do they offer constructive solutions?
  
5. **Energy plus or minus.** Is the team primarily high or low maintenance? Do small annoyances create chaos, or does it take a lot to aggravate the team? Does the team add energy or drain energy from its members?
  
6. **Responses to conflict.** Does the team handle conflict and conflict resolution well? Do team members avoid difficult conversations and people, or are they proactive in seeking solutions and addressing the conflict with grace?