

Figure 2.1: Team Collective Responsibility Survey

Team Collective Responsibility Survey		
When filling out this survey, please be ready to give examples of why you scored each area positive (1 to 5), neutral (0), or negative (–1 to –5). Any area marked in the negative range is a target area for staff discussion and follow-up.		
Low Degree of Collective Responsibility (nonexistent or inconsistent)	Score	High Degree of Collective Responsibility (consistent and strong)
Teachers blame lack of student learning on external forces.	–5 –4 –3 –2 –1 0 1 2 3 4 5	Teachers share responsibility for seeking solutions to student learning needs.
The school has an unstated or unshared mission. Each teacher may have developed individual mission, goals, and objectives.	–5 –4 –3 –2 –1 0 1 2 3 4 5	The school shares explicit and intentionally stated goals, mission, and objectives.
Teachers believe that it is the students' responsibility to learn what they teach them.	–5 –4 –3 –2 –1 0 1 2 3 4 5	Teachers believe that they are responsible for ensuring students learn the essential content.
The school has an environment of isolationism.	–5 –4 –3 –2 –1 0 1 2 3 4 5	Staff share best practices, planning, and learning data.
Teachers do not use learning data to adapt lessons to students' learning needs.	–5 –4 –3 –2 –1 0 1 2 3 4 5	Teachers use learning data to adapt lessons to meet students' learning needs.
Teachers feel a sense of helplessness and lack of control over educational issues and learning outcomes.	–5 –4 –3 –2 –1 0 1 2 3 4 5	Teachers have a clear understanding of the areas where staff have control of educational issues to ensure positive learning outcomes.
Teachers use the word <i>my</i> to describe ownership at the school.	–5 –4 –3 –2 –1 0 1 2 3 4 5	Teachers use the word <i>our</i> to describe ownership at the school.
Staff members feel they need to compete with one another.	–5 –4 –3 –2 –1 0 1 2 3 4 5	Staff members collaborate well together.
Teachers plan for student learning in the short term only with no monitoring.	–5 –4 –3 –2 –1 0 1 2 3 4 5	Teachers collectively plan and monitor student learning beyond one year at a time.
Staff believe <i>all students</i> means <i>most students</i> .	–5 –4 –3 –2 –1 0 1 2 3 4 5	Staff believe that <i>all students</i> means <i>all students</i> .