

Collaborative Team Success: Balancing Goals With Well-Being

Teams must focus and support two areas if they are to succeed: (1) the tasks necessary to meet the team's set goals and objectives and (2) the social, emotional, and other human factors critical to the well-being of its members (West, 2012). Record all the tasks your team is currently trying to accomplish. Next, review the biggest priorities: the four critical questions of a PLC (DuFour, DuFour, Eaker, Many, & Mattos, 2016) and your school's collective commitments. From there, cross off those tasks that are not a priority and create a new, manageable list of actions focused on what is most important for student learning.

All Tasks the Team Is Trying to Complete	The Four Critical Questions of a PLC	School's Collective Commitments
	<ol style="list-style-type: none"> 1. What is it we want our students to know and be able to do? 2. How will we know if each student has learned it? 3. How will we respond when some students do not learn it? 4. How will we extend the learning for students who have demonstrated proficiency? (DuFour et al., 2016, p. 59) 	
Revised Task List:		

Source: Adapted from DuFour, R., DuFour, R., Eaker, R., Many, T. W., & Mattos, M. (2016). Learning by doing: A handbook for Professional Learning Communities at Work (3rd ed.). Bloomington, IN: Solution Tree Press; West, M. A. (2012). Effective teamwork: Practical lessons from organizational research (3rd ed.). West Sussex, England: Wiley.