

**Teaming in Middle
School: From the
Principal's
Perspective**

Suggestions found in:

*Implementing and Improving
Teaming: A Handbook for Middle
Level Leaders*

by Jerry Rottier (2004), NMSA

The



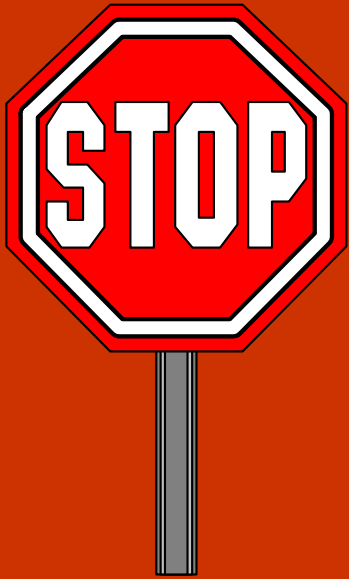
Plays a pivotal role in the
development & implementation
of teaming

Effective Teams consist of teachers who are able to work *harmoniously* and *creatively* for the benefit of their students.

TWO ways to organize teams:

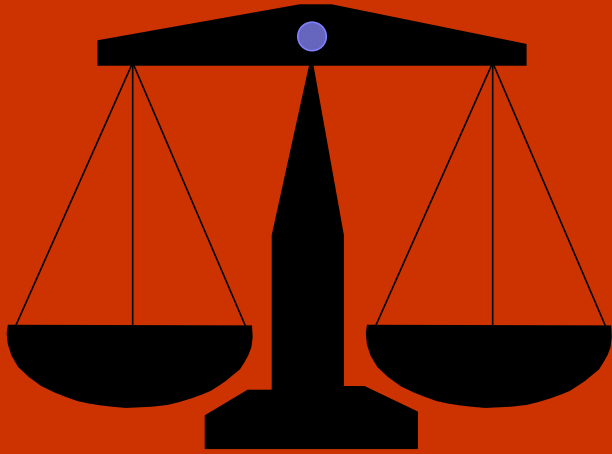
1. Principal assigns

**2. Principal collaborates with
team leaders**



Principal Assignment

May have insufficient knowledge of individuals who can work together in a collegial manner.



**Principal
collaborates with
team leaders**

*Preferred means of placing
teachers on teams*

Principal's Role:

- **Align team leaders & teams**
- **Monitor team performance**
- **Nurture team**

As you think
about your
role, are you
unsure of
what to do
next because
you know...





Not everyone on your staff feels the same way about the idea of teaming.



**Some people
just aren't very
confident...**



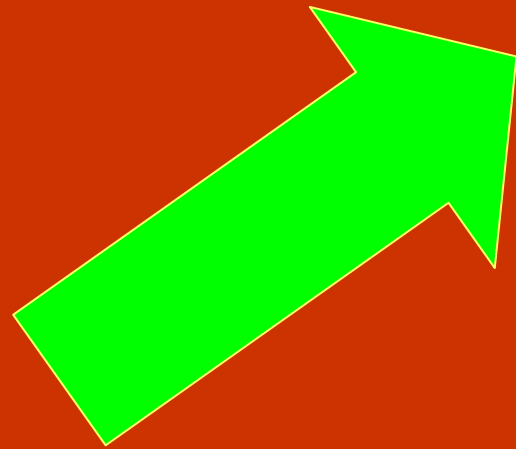
The First Step.....

**Essential content of
initial staff development**

Staff Development

**the bare bones, basic
essential stuff you
absolutely got to do if
teaming has even a smidgin
of success**

Teaming Becomes A Powerful Organizational Strategy



1. Understanding teaming

2. Visiting quality middle schools

3. Developing team leaders

4. Building the team

5. Establish student expectations

6. Team Meetings

1. Understanding Teaming



There are more questions than answers....

Show me the
research!

What is
Inter-
disciplinary
anyway?

What if I
want to
change
teams?

How does this
change things?

Why do
we all
have to be
on teams?

What are the
rules and
expectations?



Where do we get answers?

- Knowledgeable resource people
- Video tapes
- Attending middle school conferences
- Professional readings

2. Visiting middle schools with teaming

- **3 or 4 including an administrator make the visit**
- **Know which questions to ask**



How are teams designed? Same for each grade level?

How are teachers assigned to teams?

How are students assigned?

How are team leader selected?

Are team leaders remunerated for responsibilities? If so, how?

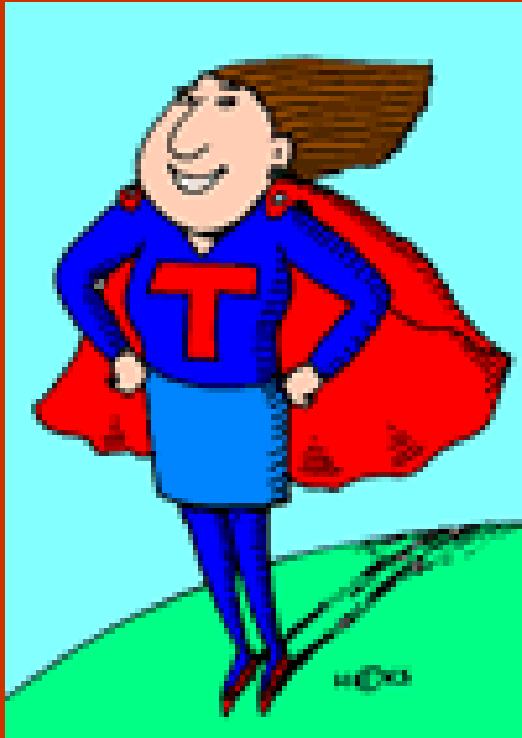
What staff development activities were provided when teaming implemented?

What was teacher attitude at beginning? How about now?

How has student learning benefited?

What suggestions do you have for us?

3. Develop Team Leadership



**Team leaders should
have special training
before teaming is
implemented**

4. Building the team

What's a team?

Team Goals?

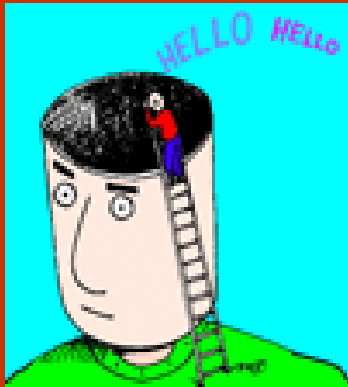
Team roles?

Decisions and conflict?

Stages of development?



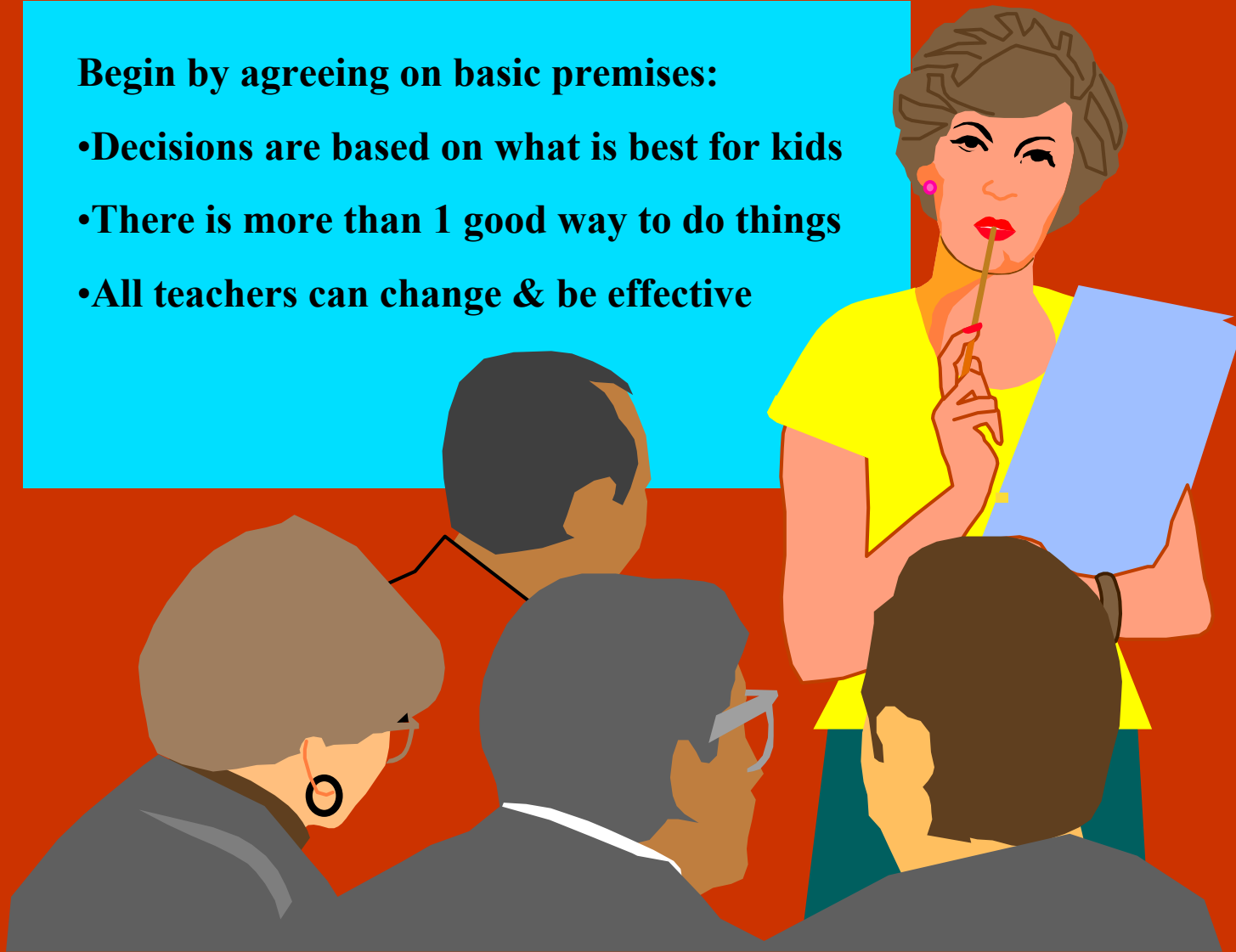
5. Establishing consistent expectations for students



Teams need to share ideas to reach agreement

Begin by agreeing on basic premises:

- **Decisions are based on what is best for kids**
- **There is more than 1 good way to do things**
- **All teachers can change & be effective**



3 sets of expectations for students:



- 1. Classroom management**
- 2. Classroom instructional procedures**
- 3. Learning skills**

Classroom management:

- Tardiness, leaving the classroom
- Cheating, fighting, name-calling
- Improper language, put-downs
- Food & drink in classroom
- Required supplies, use of planners, covering of books, use of organizational notebook

Classroom instructional procedures:

- **Grading procedures**
- **Late work, makeup work, extra credit**
- **Proficiency reports, deficiency reports**
- **Homework**
- **Paper headings**

Learning skills:

- **Reading, writing, speaking and listening**
- **Note taking, study skills**
- **Informational retrieval, test taking**
- **Critical thinking and organizational skills**

6. Team meetings



TO DO:

- **Student concerns**
- **Include resource people**
- **Organize student activities**
- **Professional learning**
- **Curriculum**

Weekly Schedule for Team

DAY 1

- Preview of week**
- Upcoming content**
- Upcoming requirements**
- Social activities**
- Recognition/awards**
- Parents**

Weekly Schedule for Team

DAY 2

- **Discussion of selected students**

NOTE: counselor/support personnel may be present if they can contribute to the discussion of student under consideration

Weekly Schedule for Team

DAY 3, 4, and 5

**Devoted to instructional
and curricular matters**

Instructional and Curricular matters

- **Sharing instructional strategies**
- **Determining connections between curricular areas and developing interdisciplinary approaches to meeting those connections**

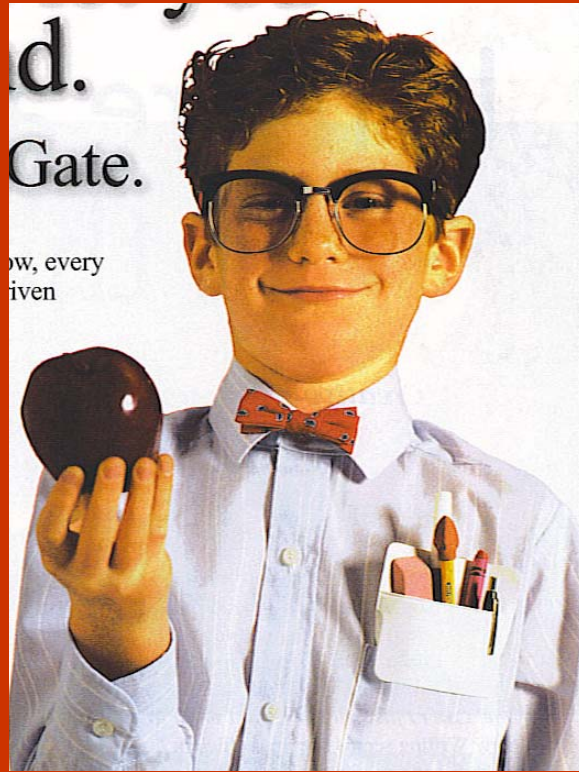
Instructional matters continued...

- **Reviewing appropriate assessment procedures**
- **Developing technological approaches to enhance instructional strategies**
- **Considering procedures to meet the diverse needs of students on the team.**

Weekly Schedule for Team

ONE DAY

**every two weeks for
professional development**



**Check out the book for
details and many other good
ideas**



