

## Reflecting on the Collaborative Team and School Culture

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Date: March 4, 2025

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Course for which this was submitted: EDUC 6940

UELS Standard(s) to which this activity is aligned: Praxis 5412 Standard(s) to which this activity is aligned:

A. To what extent were you able to foster a collaborative team? Provide examples from the plan, the artifacts, and/or the video to support your conclusions.

This team worked well together. Each member had information to contribute. During the video, the members of the class worked well as they discussed how the Teach FX app could help them in their individual rooms. We examined different teaching strategies, including the "Big 8" found in the book "Class Acts". Each member of the team was able to contribute different ideas as we discussed the information presented.

B. What did you learn about your team members concerning their professional growth as partners in the collaborative team? Evaluate their growth and contributions.

I learned that adults want to learn like an adult. They don't have time for busy work. Lunch meetings are much better than after-school meetings. During lunch, there is a specific beginning and end time. The members of this team have become a team of teachers. They still work together and contribute to the overall success of the school with their ideas and suggestions. Having a small group to learn to communicate and collaborate has made this team more approachable in a full faculty meeting.

C. What steps did you take before and during the video-recorded conversation to encourage your team members' self-reflection related to their involvement in a collaborative team?

Each team member downloaded the TeachFX app on their phone and we had discussed it as a full faculty. In the collaborative meeting with the small group, we discussed how it would benefit them. After presenting the information while using the recording, the team was able to discuss how the app would benefit them.

This app was one strategy that we used, and are continuing to use to develop better teaching strategies. The app records a lesson and then analyzes strategies such as talk time, wait time, and what type of questions were asked. It also gives teachers ideas to help them utilize better strategies.

After the recording, I sent the team members the results. Having an example watching the video, helped the team to see how this tool could be beneficial. We discussed the different teaching techniques that were used and determined what I could have done differently.

It was good for the team to critique me, instead of me being the evaluator.

D. How will the feedback your team members provide influence your work with other colleagues when building collaborative teams in the future? Provide examples from the artifacts and/or the video to support your analysis.

The best feedback that I gained was that I need to remember to treat colleagues as adults. They need to feel needed and need to feel that their experiences and thoughts are valid and wanted. It is difficult to jump from teaching teens to teaching adults, but as an administrator, this is one of the challenges I feel is very beneficial to realize.

E. How will the creation of the collaborative team serve as a vehicle for positive change in the school culture? Cite examples from any part of your work with the collaborative team to support your response.

The collaborative team has developed a group of teachers who want to work together for the common good of the school. They have learned to communicate together and determine what is best for the betterment of the school and the students they are responsible for and working with.

This group of new teachers was hesitant to communicate with each other at the beginning of the school year, but have developed a strong bond and working relationship. They come to faculty meetings prepared to discuss the issues they feel will be beneficial to the students and the school.