

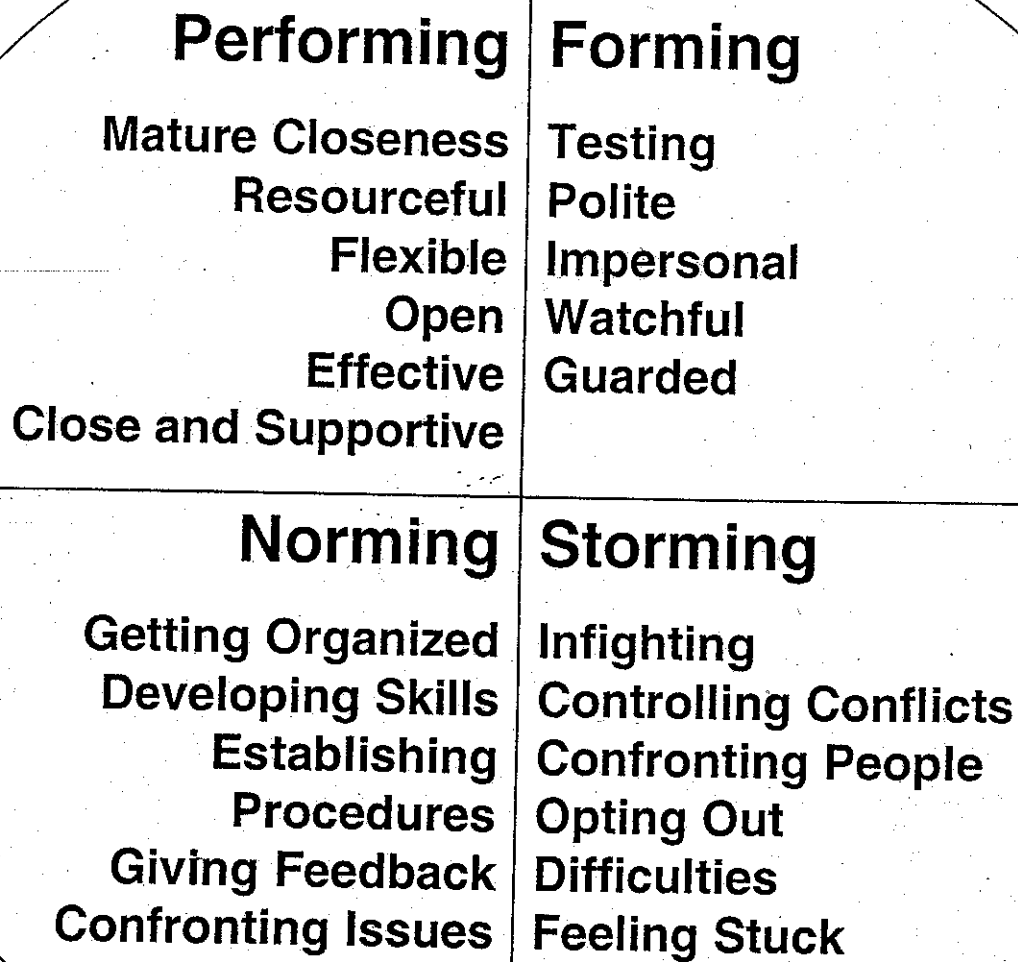
# Stages of Team Development

Read each of the following statements and decide at which stage of development you might observe this characteristic. Some may be found in more than one category. Be prepared to explain to your team members why you selected the stage.

Statement	Forming	Storming	Norming	Performing
1. Members are willing to change their minds as we discuss things.				
2. Some members don't say anything.				
3. We are so close that new members find it difficult to join us.				
4. There is a spirit of trust on our team.				
5. Some individuals have too much influence.				
6. Members are polite and courteous to each other.				
7. Members come to the meetings with their minds made up.				
8. There are no cliques on our team.				
9. We all look to the principal to tell us what to do.				
0. We are beginning to tackle the important issues in our school.				
1. We argue over the small issues.				
2. We accept everyone's ideas and try to improve upon those shared.				
3. Few members disagree with the principal or chair.				
4. When we make decisions, they are supported publicly by all members.				

Adapted from Allan Dornseif, *Pocket Guide to School-Based Management*, ASCD, 1996.

# Team Development Wheel



Arbuckle and Murray, 1995

# Give One/Get One

## WHY?

This strategy allows participants to generate and share ideas.

## WHAT?

Select a topic and provide an organizer.

## HOW?

e.g.,

1. Think of two strategies for building a professional learning community.
2. Record on the "Give & Get" form.
3. Share your two ideas with someone from another group.
4. Record their two ideas on your "Give & Get".
5. Repeat steps 3 & 4 until all spaces are filled in on the Give & Get".
6. As a large group, select ideas to implement.



# Give & Get

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_
- 5. \_\_\_\_\_
- 6. \_\_\_\_\_
- 7. \_\_\_\_\_
- 8. \_\_\_\_\_
- 9. \_\_\_\_\_
- 0. \_\_\_\_\_

# Give & Get

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_
- 5. \_\_\_\_\_
- 6. \_\_\_\_\_
- 7. \_\_\_\_\_
- 8. \_\_\_\_\_
- 9. \_\_\_\_\_
- 10. \_\_\_\_\_

# PLCS in ACTION

A good thing happening in my school is...	Schools that help all students to learn pay attention to...
Developing or enhancing my PLCs is an ..... opportunity to...	To make this PLC successful I am prepared to....