Effective Teaming

Have you ever led or been a member of a team that is just not working? Teams can be challenged by common problems such as lack of direction or vision, limited resources, unrealistic timelines, dominating personalities, and floundering attendance. How can we ensure an implementation team is working effectively and efficiently?

Implementation Teams

An implementation team is a group of stakeholders that oversees, attends to, and is held accountable for key functions in the selection and implementation of a practice or innovation.

Intentional Collaboration

Research suggests that team members are more likely to stay committed to team participation if they experience opportunities of growth and learning. To produce the greatest learning and growth for members, teams should provide opportunities for co-leadership and peer-to-peer coaching, as well as task-related learning (Higgins, Young, Weiner, & Wlodarczyyk, 2009). A key strategy for creating these types of opportunities is use of intentional collaborations and convenings around high leverage problems that occur during implementation.
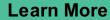
Are you bringing your local implementation teams together for intentional co-learning and the designing of solutions together for improvement purposes?

"Diversity and independence are important because the best collective decisions are the product of disagreement and contest, not consensus or compromise."

Best Practices

Best practices for the development and use of implementation teams include:

- Size
- Composition
- Leadership
- Guiding documents
- Communication, including horizontally and vertically linked communication
- Key functions

Learn More

Achieve Fidelity and Success

Research shows that use of implementation teams helps to achieve fidelity and higher rates of success more quickly (Metz, Naoom, Halle, & Bartley, 2015). Given this finding, **step back and evaluate the functioning of your teams and identify areas you can improve and create opportunities for co-learning.**

Learn More:

- Implementation Team Checklist
- Look Fors: Implementation Team Meeting
- Terms of Reference or a Team's Way of Work

Resources:

- Cashman, J., Linehan, P., Purcell, L., Rosser, M., Schultz, S., & Skalski, S. (2014). *Leading by convening: A blueprint for authentic engagement.* Alexandria, VA: National Association of State Directors of Special Education.
- Liberating Structures
- Carnegie Foundation for the Advancement for Teaching

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