

Essential Elements of Effective Collaboration: Using the VTmtss Framework to Improve Teaming Infrastructure and Effective Teaming Strategies

2020 Virtual Annual PBIS Forum:
Learning from Leaders Near and Far!
October 7, 2020

Meg Porcella and Tracy Watterson

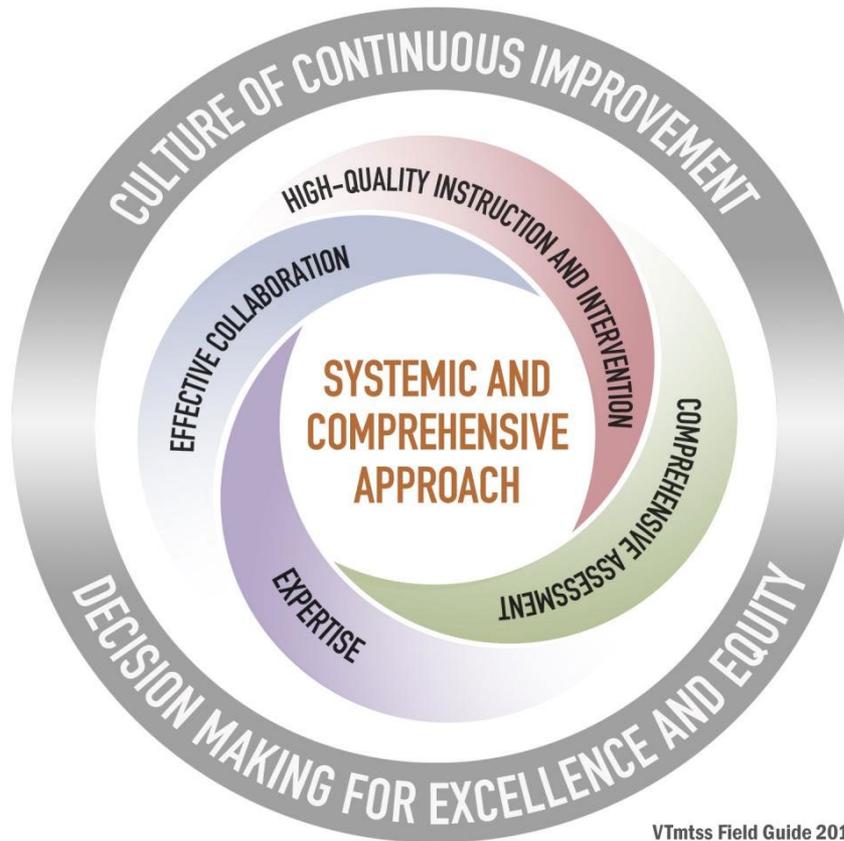
Objectives

- **Explore using the VTmtss Framework to improve teaming infrastructure and strategies that promote effective collaboration.**
- **Participate in sharing experiences that apply the essential elements of effective collaboration to a practice profile.**

Setting the Stage

In the chatbox, write three words or a short phrase that describes essential elements of an effective team of which you were a member (at any time in your life).

The VTmtss Framework



Key Term: Teaming

- **Teaming defines the roles and communication strategies involved in carrying out whole education system transformation and the supportive transformation in action practices.**

SWIFT Education Center. (2020). SWIFT Transformation in Action Playbook:Teaming (Practice Brief Series). Lawrence, KS: Author.

Key Term: Infrastructure

- **The systems-level elements:**
 - **Purpose:** *What is the goal or reason for getting together?*
 - **Membership:** *What expertise, information and qualities are needed for the purpose of meeting?*
 - **Process:** *How are decisions to be made and issues resolved?*

Key Term: Strategies

- **Meeting protocols**
- **Agenda templates**
- **Data examination protocols**
- **Team monitoring tools**

“An important distinguishing factor for collaborative cultures is genuine mutual respect for each other’s knowledge and skills. Mutual respect and relational trust allow substantive conversations that can get to the heart of important issues and enable good decisions – the goal of effective collaboration.” *VTmtss Field Guide*, p. 16

Essential Elements of Effective Collaboration in a Vermont Education Context

- **Growth mindset**
- **Distributed leadership**
- **Purposeful collaborative arrangements**
- **Students, families and community as partners**
- **Targeted expertise**
- **Student-centered personalized learning**
- **Collaborative learning**

Effective Collaboration: Characteristic #1

- *Culture of growth and improvement that includes a vision for student success*
- Indicators:
 - There is genuine and mutual respect for the knowledge and skills of participants in all collaborations.
 - There is genuine and mutual respect for the knowledge and skills of participants in all collaborations.
 - Leaders foster positive relational trust and a shared vision for the system.
 - There is a growth mindset developed through collective and focused work.

Effective Collaboration: Characteristic #2

- *Intentional, ongoing collaboration to improve outcomes for all students*
- Indicators:
 - There are purposeful collaborations formed to meet specific needs, have defined norms, roles, responsibilities, and processes.
 - School structures support ongoing collaborative engagement focused on improving student outcomes in behavior, academics, and social-emotional learning.
 - There are respectful school-family and school-community partnerships that include participation in decision making, input into improved student learning, and culturally responsive teaching.

Effective Collaboration: Characteristic #3

- *Collaborative problem solving uses data to improve teaching and learning*
- Indicators:
 - Collaborative teams adopt a problem-solving approach.
 - School-level assessment data is openly shared with the communities served.

Essential Elements

Culture of Growth and Improvement

Performance Indicator	What does effective practice look like?	VTmtss Driver Diagram Component Indicators
Teams' norms, roles, and discussion protocols are collectively developed and agreed to by team members.	<ul style="list-style-type: none"> (bulleted list) 	Characteristic 1—Culture of growth and improvement that includes a vision for student success, Ind. #4— There is a growth mindset developed through collective and focused work.

Systemic Coordination

Performance Indicator	What does effective practice look like?	VTmtss Driver Diagram Component Indicators
Teams' operating structure (decision-making authority & guidelines) are documented and understood by team members.	<ul style="list-style-type: none"> (bulleted list) 	Characteristic 2—Intentional, ongoing collaboration to improve outcomes for all students, Ind. #1— There are purposeful collaborations formed to meet specific needs, have defined norms, roles, responsibilities, and processes.

Data use and Visualization

Performance Indicator	What does effective practice look like?	VTmtss Driver Diagram Component Indicators
Data are discussed and used to inform decisions.	<ul style="list-style-type: none"> (bulleted list) 	Characteristic 3— Collaborative problem solving uses data to improve teaching and learning, Ind. #1— School-level assessment data is openly shared with the communities served.

Objectives Review

- **Explore using the VTmtss Framework to improve teaming infrastructure and strategies that promote effective collaboration.**
- **Participate in sharing experiences that apply the essential elements of effective collaboration to a practice profile.**

Wrap up

- Meg.Porcella@Vermont.gov
- Tracy.Watterson@Vermont.gov
- **VTmtss Team**
- [TA Request](#)
- [Webpage](#)

