



Tuluksak: Improving Collaboration

WHO ARE WE?

- K-12 school serving the students of a Yupik Community on the Kuskokwim River.
- We are 4 teams of certified and classified staff.



INQUIRY QUESTION

What can each of us contribute to our collaboration team that helps our students become more successful?

OUR PROCESS

- Developed awareness of working styles
- Created atmosphere of respect for differing working styles
- Set meeting norms
- Book Study: The Habits of Mind 4 books series by Art Costa and Bena Kallick and website:
www.artcostacentre.com

Our logic model worked better than anticipated.

Overall staff felt comfortable collaborating with each other.

- The results of our staff survey indicate:
 - Most of staff are comfortable feeling respected by others. However, 80% of certified staff are not very comfortable being respectful to others.
 - Most of the staff feel comfortable with the skills required to make thoughtful decisions.
 - Most of the staff feel comfortable/very comfortable communicating with their team members.
 - Most of our staff feel comfortable/very comfortable exercising self-awareness skills except for knowing how to seek assistance when perplexed.
 - Staff reactions were mixed as to whether they were valued team members.
 - A significant number of staff felt that meaningful work that contributed to student success was not accomplished.
 - The SBA and HSGQE scores will be compared with previous years' scores.

NEXT STEPS

- Due to 75% of certified staff turnover for '09 - '10 SY we will re-implement the entire logic model starting with steps 1-3 before student contact.
- The mechanics of collaboration will be taught during the first month of school.
- The remainder of collaboration skills will be taught during monthly professional development.



Our engagement in the AEIN Leadership Network supported our professional development on collaboration.

The roles and responsibilities of leadership have become visible:...

- The most professional and active collaborative team has all members returning for the '09-'10 SY **This team will have to lead the other teams next year.**

