



Georgia Department of Education

Georgia's Tiered System of Supports for Students

Essential Components

Effective Teaming



Effective Teaming, an essential component of **Georgia's Tiered System of Supports for Students**, is in alignment with [Effective Leadership](#) and crucial to the [School Improvement Process](#). *Effective Leadership* and the *School Improvement Process* are part of **Georgia's Systems of Continuous Improvement**.

Effective Leadership is a major system of the complex school organization that sets the direction for the school, ensures that the school's staff is capable of meeting that direction, and makes sure the organization functions according to its mission. **Effective Teaming** is a part of Effective Leadership. Effective Teaming, a strategy for cultivating and distributing leadership, helps staff members accomplish the group's purpose and encourages the development of leadership across the organization.

Essential Component: Effective Teaming

District and school leadership provide the infrastructure and support systems necessary to facilitate effective teaming. As a result, implementation teams participate in school improvement processes to facilitate the implementation of a multi-tiered system of supports (MTSS).

Sample Performance Indicators

Performance indicators include, but are not limited to:

- Forms school and district level teams, with executive leadership
- Creates and shares meeting calendar(s)
- Adopts group norms
- Uses agendas, meeting protocols, and evaluation forms
- Summarizes meetings and provides next steps (i.e., department or grade levels) to stakeholders
- Establishes a process that ensures that all stakeholders know their purpose and have a voice
- Uses a collaborative decision-making process (discuss issues, generate options, evaluate options, make decisions, and develop a plan)
- Disaggregates and analyzes district and building-level data
- Uses data to examine progress and make decisions or further adjustments, as needed



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Infrastructure – Knowledge, resources, and organizational structures necessary to operationalize all components of Georgia's Tiered System of Supports for Students in a unified system to meet the established goals.

Measures	1	2	3	4	5 (Evident)
Tiered System of Supports for Students Implementation Teams	Only one of the following conditions is met: (1) the Tiered System of Supports for Students team is representative of all key stakeholders; (2) structures and clear processes are in place to guide decision making; and (3) time is set aside for the team to meet regularly.	One of the following conditions is met, and there is progress toward meeting one more condition: (1) the Tiered System of Supports for Students team is representative of all key stakeholders; (2) structures and clear processes are in place to guide decision making; and (3) time is set aside for the team to meet regularly.	At least two of the following conditions are met: (1) the Tiered System of Supports for Students team is representative of all key stakeholders; (2) structures and clear processes are in place to guide decision making; and (3) time is set aside for the team to meet regularly.	Two of the following conditions are met, and there is progress toward meeting the third condition: (1) the Tiered System of Supports for Students team is representative of all key stakeholders; (2) structures and clear processes are in place to guide decision making; and (3) time is set aside for the team to meet regularly.	All of the following conditions are met: (1) the Tiered System of Supports for Students team is representative of all key stakeholders; (2) structures and clear processes are in place to guide decision making; and (3) time is set aside for the team to meet regularly.

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For additional information, see **Effective Teaming** in [Georgia's Tiered System of Supports for Students Implementation Step-By-Step Guidance](#).



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