



## Effective Teaming

A critical component of [Georgia's Systems of Continuous Improvement](#) is the [Effective Leadership](#). *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 Tiered System of Supports for Students.

### Sample Performance Indicators

Performance indicators include, but are not limited to:

- Forms diverse 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

For additional information, see Effective Teaming in Georgia's Tiered System of Supports for Students Implementation Guide.

## Georgia Department of Education Georgia's Tiered System of Supports for Students Essential Components



**Infrastructure and Support Mechanisms**—Knowledge, resources, and organizational structures necessary to operationalize all components of a Tiered System of Supports for Students in a unified system to meet the established goals. (See Page 8 of Georgia's Tiered System of Supports for Students Fidelity of Implementation Rubric.)

Measures	1 (Little to No Evidence)	3 (Some Evidence)	5 (Evident)
<b>Tiered System of Supports for Students Implementation Teams</b>	Only one of the following conditions is met: (1) the 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 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 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.