

TEAM Self-Assessment of Strengths and Needs

A. Rating

Directions: Working independently, in the sections below use the 1-5 scale to rate each item in the reference to the team's performance or to your individual performance as a team member. Use the "TEAM" column first. Then fold this column under and use the "Self" column.

<u>NEED</u>				<u>STRENGTH</u>
Immediate Need 1	Somewhat Need 2	On the Way 3	Somewhat a Strength 4	Great Strength 5
STRUCTURE AND LOGISTICS				TEAM
Representation				_____
Size				_____
Clear focus on improving student achievement				_____
Where the team fits in the organization of the school				_____
Clear delineation of:				
• Team's leadership role, function				_____
• Team's responsibilities, rights and authority				_____
• Each team member's role, responsibilities				_____
Team meetings:				
• Schedule-adherence to				_____
• Location				_____
• Formats and agenda				_____
System for accountability:				
• Internally				_____
• With the school community				_____
RELATIONSHIPS AND INTERACTION			SELF	TEAM
Team building trust			_____	_____
Commitments-long-term			_____	_____
Group dynamics-communication skills, participation, inclusion/exclusion, power-sharing, interdependence			_____	_____
Candor, risk-taking, energy, enthusiasm, humor			_____	_____
Meeting agendas-setting and following			_____	_____
Meeting facilitation			_____	_____
Ground rules-shared responsibility for respecting differences			_____	_____

RELATIONSHIPS AND INTERACTION

Decision making: collaboration, consensus-building, synergy

SELF**TEAM**

Problem solving

Collecting and using data for multiple purposes

Using research and professional literature

Strategic planning, *implementation, evaluation

Following through according to time-task sequence

Engaging the school community

Using tension creatively and constructively

Receiving and offering feedback:

• Internally

• With school community

Evaluating individual and team

* Includes vision/mission, principles, assessment, goals/objectives, strategies/tasks, resource identification/alignment, roles/responsibilities, timelines

B. PRIORITIES FOR DEVELOPMENT**STRUCTURE AND LOGISTICS****TEAM**

1. _____
2. _____

RELATIONSHIPS AND INTERACTION

SELF	TEAM
1.	1.
2.	2.

PROCESS

SELF	TEAM
1.	1.
2.	2.