

W3 Collaboration Resource Guide

(Albany)

A process or activity that has contributed to the effectiveness of our collaborative efforts is one we refer to as ___ **Talk, Share, and be Flexible**

DESCRIPTION OF THE PROCESS: *A brief description of the steps involved in describing what took place.*

- Finding key people
- Build future leaders
- ID values – where you want to go – vision

Examples of what: referendum, negotiations, curriculum alignment, board breakfast, long term planning

CONTEXT/BACKGROUND: *What was the context or situation that prompted this to occur? How long has it been occurring?*

Our current administration (Superintendent and Principals) have always been very open with the Teacher's Association and we talk a lot about things going on in our small rural school. We believe that it is easier to have this relationship being from a small school. When our current School Board President was elected this open relationship was extended to that part of our school. The current president is very open to our input on decisions, and our advice on certain issues. This doesn't mean that we all agree on everything, but we are all very comfortable on including all sides on discussions. This has made the school environment a little less stressful.

HOW WAS THIS INITIATED? *Who go it started?*

The two way communication between administration and the teacher's was started with the prior superintendent, and the president of the teacher's association, but not as much for a feedback purpose, but more as an information gathering process. Some of the past school board presidents asked for input, but not as much as the current school board president.

WHO WAS INVOLVED *(positions or titles, no names please)? Has this changed over time?*

Superintendent, principals, teachers, (especially the Association President) and some school board members.

DESIRED OUTCOME: *What did you hope to accomplish?*

We wanted to make sure that we were all on the same page, and if not on the same page we each knew where the other group was coming from and why. As I said before it might not be such a stressful working place.

ACTUAL OUTCOME: *Did this meet your expectation? Exceed? Fall Short?*

I believe that we have met our outcome especially with the current administration because we have accomplished things such as negotiations without some of the usual communication and expectation problems; we actually talked to each other. We have a teacher/staff/board breakfast the week before the school board meetings so the board president and superintendent can get our input on the issues listed, and if there are upcoming issues we need to address.

SUSTAINABILITY: *To what degree have you been able to keep this practice active and useful? How have you done this?*

We still have this open communication, but it will be interesting to see if we can keep it when we begin negotiations without the QEO, and some economic issues in our school district.

HELPFUL HINTS: *What are some lessons learned, do's and don'ts that might be of assistance to those who wish to do this?*

Do's

- Start with specific people on a specific topic
- Have to let things go – grudge/wants
- Take a risk
- PR – communicate in and out
- Persistence pays off
- Celebrate
- Transparency
- Board, staff community
- Develop your core
- Hiring – people who share the same philosophy
- Build – keep working, support
- Meet – talk – share – revisit
- Group approach to hiring – fit with team

ADDITIONAL RESOURCES: *Written materials, references and individuals who could serve as a resource to this process*

WHO COULD BE CONTACTED IF OTHERS WANT TO LEARN MORE ABOUT THIS? *Name and contact information*

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