

Collaborative Teaming

What is collaborative teaming?

Collaboration is a dynamic process where individuals come together and share their knowledge, experiences, resources, and strengths to promote growth and work toward common goals.

In the child care, or early learning setting, a collaborative team consists of the staff, children, families, administrators, external program support coaches, and community partners.

Being part of a collaborative team requires partnering with a positive attitude and commitment to open communication and respect. Regardless of years of experience, everyone on the team engages from a place of learning, knowing we all have something to offer and something to learn.

Why is collaborative teaming important?

Collaboration with others supports positive outcomes in the development and learning of children, families, and program staff and can build skills and knowledge for all team members to better support children and families with extra support needs.

“Unity is strength...when there is teamwork and collaboration, wonderful things can be achieved.”

- MATTIE STEPANEK



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How do I engage in collaborative teaming?

Program Goals (Relationships and Meetings)

- Foster an environment of respect and support where all team members can feel safe
- Establish a foundation of honesty and trust where strong work relationships flourish
- Take time to reflect, examine thoughts and feelings, and share concerns and ideas
- Consistently communicate with team members to improve the overall effectiveness of daily routines
- Develop norms for meetings consistent with the teams' values and goals

Room Goals (Staff, Children, Families and Community)

- Ensure conversations between adults in the room are related to children and classroom activities

- Ensure tone of communication between adults is positive and supportive of each other
- Have informal and ongoing conversations to exchange ideas, share observations, and discuss new strategies
- Participate in team discussions about children's preferences, interests and learning as well as the practices that support overall development
- Seek or request opportunities to have in depth conversations about the room or child related topics when needed
- Meet formally, and as a whole team, to plan programming and activities and make accommodations for individual needs
- Be willing to share role with other team members and accept the responsibilities of others to the benefit of children and families
- Actively engage and seek input from families

Helpful Resources for Educators and Families:

Pre-School Program Management: Working as a Team

Includes reflective questions, a collaborative teaming video, and ideas for connecting with families.

<https://www.virtuallabschool.org/preschool/program-management/lesson-2>

NCPMI: Classroom Workstyle Discussion Guide

<https://challengingbehavior.cbcs.usf.edu/docs/Classroom-Collaboration-Workstyle-Disc-Guide.pdf>