

March Staff Development Newsletter

===== A NEWSLETTER FOR THE STAFF BY DR. DOMINY =====

HOW TO BE A GREAT TEAM MEMBER

Spring can be the time of year when school can seem the most stressful, testing season is here, students are starting to see the light at the end of the tunnel, and parents are nervous about transitions their children are facing. This is also the time of year where school teams struggle as you face all of the demands that are in front of you. My challenge for you this month is to help take care of the people around you by being a good team member. Below you will find a newsletter from Jon Gordon regarding teamwork.

9 Ways to Be a Great Team Member

1. Set the Example - Instead of worrying about the lack of performance, productivity and commitment of others you simply decide to set the example and show your team members what hard work, passion and commitment looks like. *Focus on being your best every day.* When you do this you'll raise the standards and performance of everyone around you.

2. Use Your Strengths to Help the Team - The most powerful way you can contribute to your team is to use your gifts and talents to contribute to the team's vision and goals. Without your effort, focus, talent and growth the team won't accomplish its mission. This means you have an obligation to improve so you can improve your team. You are meant to develop your strengths to make a stronger team. Be selfish by developing you and unselfish by making sure your strengths serve the team.

3. Share Positive Contagious Energy - Research shows emotions are contagious and each day you are infecting your team with either positive energy or negative energy. You can be a germ or a big dose a Vitamin C. When you share positive energy you infectiously enhance the mood, morale and performance of your team. Remember, negativity is toxic. Energy Vampires sabotage teams and complaining is like vomiting. Afterwards you feel better but everyone around you feels sick.

4. Know and Live the Magic Ratio - High performing teams have more positive interactions than negative interactions. 3:1 is the ratio to remember. Teams that experience interactions at a ratio equal or greater than 3:1 are more productive and higher performing than those with a ratio of less than 3:1. Teams that have a ratio of 2:1, 1:1 or more negative interactions than positive interactions become stagnant and

unproductive. This means you can be a great team member by being a 3 to 1'er. Create more positive interactions. Praise more. Encourage more. Appreciate more. Smile more. High-five more. Recognize more. Energize more.

5. Put the Team First - Great team players always put the team first. They work hard for the team. They develop themselves for the team. They serve the team. Their motto is *whatever it takes to make the team better*. They don't take credit. They give credit to the team. To be a great team member your ego must be subservient to the mission and purpose of the team. It's a challenge to keep our ego in check. It's something most of us struggle with because we have our own goals and desires. But if we monitor our ego and put the team first we'll make the team better and our servant approach will make us better.

6. Build Relationships - Relationships are the foundation upon which winning teams are built and great team members take the time to connect, communicate and care to build strong bonds and relationships with all their team members. *You can be the smartest person in the room but if you don't connect with others you will fail as a team member*. It's important to take the time to get to know your team members. Listen to them. Eat with them. Learn about them. Know what inspires them and show them you care about them.

7. Trust and Be Trusted - You can't have a strong team without strong relationships. And you can't have strong relationships without trust. Great team members trust their teammates and most of all their team members trust them. Trust is earned through integrity, consistency, honesty, transparency, vulnerability and dependability. If you can't be trusted you can't be a great team member. Trust is everything.

8. Hold Them Accountable - Sometimes our team members fall short of the team's expectations. Sometimes they make mistakes. Sometimes they need a little tough love. Great team members hold each other accountable. They push, challenge and stretch each other to be their best. Don't be afraid to hold your team members accountable. But remember to be effective you must built trust and a relationship with your team members. If they know you care about them, they will allow you to challenge them and hold them accountable. Tough love works when love comes first. Love tough.

9. Be Humble - Great team members are humble. They are willing to learn, improve and get better. They are open to their team member's feedback and suggestions and don't let their ego get in the way of their growth or the team's growth.

STRATEGIES THAT APPEAR IN ALL TYPES OF LESSONS

Last month we discussed the three types of lessons in this newsletter and at the Middle and High School staff development day. We discussed how the three types of lessons may be used in one instructional period or you may just use one lesson type during the instructional period, this varies with the content. The other design area that goes with the three types of lessons is "Strategies that Appear in All Types of Lessons." We will be delving more into these strategies with Tina Boogren on March 12th, but I wanted to give you a little lead-up today. The common thread to the strategies is that students continually integrate new knowledge with old knowledge and revise their understanding accordingly. There are 8 elements that fall under this design area and I encourage you to take a look at these elements on pages 53-64 of the *New Art and Science of Teaching* book.

When you have a full grasp of this design area, you should be able to answer the following questions:

How will I help students preview content?

How will I highlight critical information?

How will I help students review content?

How will I help students revise knowledge?

How will I help students reflect on their learning?

How will I use purposeful homework?

How will I help students elaborate on information?

How will I organize students to interact?

