

Professional Development Activity on Team Commitment

This activity utilizes open-ended questions and statements to encourage vulnerability and truthful disclosure among team members. It helps the team reorient or affirm its commitment and passion for working together.

Time Frame

This activity will take the team approximately thirty to forty-five minutes to complete.

Materials

The team will need flip chart paper or an overhead screen and markers.

Process

Team members should do the following.

1. Use a flip chart or an overhead screen to brainstorm two to three of the following questions and statements—
 - I ran for the board because . . . (or) I became an administrator because . . .
 - Think of an effective team you've worked with. List what made it effective.
 - My big hope for our school board–superintendent team is to . . .
 - I learn best by . . .
 - For me to be the best teammate in decision making, I . . .
 - To be the best school board–superintendent team member I can be, I think I'm going to need . . .
 - The most effective team I've worked with had the following traits . . .
 - Two great things about my district are . . .
 - The most important issues facing our school board–superintendent team are . . .
 - The school board–superintendent team may not accomplish its vision, mission, or both, if . . .
2. Individually write answers to the questions and remind each other to list answers he or she would be comfortable sharing with the entire team. Encourage team members to think not just about professional team experiences, but personal opportunities too, such as experience with a church committee, or a neighborhood association.
3. Collect the responses and discuss the common themes once all team members answer the statements. Focus on each common theme shared and how it positively influences the team's work. During the discussion, team members may add to the list anything else that was not mentioned.

Usually, two to three questions or statements are sufficient for a single-setting activity. Any two that are of interest to the team will suffice. However, if this is the team's first time for such an activity, we recommend the following two questions.

- I ran for the board because . . . (or) I became an administrator because . . .
- Think of an effective team you've worked with. List what made it effective.

Results

Participation in this activity assists team members in reorienting or affirming their commitment to and passion for working together. This activity also encourages vulnerability and truthful disclosure.