

**Collaboration and Teaming:  
Module II: Stages of Team Development and Effective Communication for  
Collaboration**

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**Abstract**

Module I in Collaboration and Teaming introduced participants to the critical elements of collaboration as identified in the literature, using a case study approach and an applied analysis to develop participants' skills in identifying the strengths and challenges of specific teams. In Module II, participants will be introduced to four stages of team development, which are recognized in the literature as a framework for understanding the ways in which collaboration tends to evolve over time in a team settings (Friend & Cook, 2003; Villa, Thousand, Stainback, & Stainback, 1992; Tuckman & Jensen, 1977; Wheelan, 1999). Participants will apply theories of team development through a case study activity, and will use this as a springboard for a discussion of ways in which school leaders can support teams in working through difficult situations to further their growth towards optimal development. In addition, participants will engage in a series of role play activities to help develop individual skills in communication and collaboration, including the skills of listening, clarifying information, and asking questions that support proactive problem-solving in challenging situations. The role play activities will center on situations in which school leaders need to respond to parent and teacher concerns regarding students with disabilities and those at-risk of school failure. Rubrics will be used to assess participants' skills during the role play scenarios, and to identify areas for individual improvement.