

Instructional Plan: Janine R. Groth, M.Ed.

Training Title	Working Together; Team Building
Competency-Based Learning Objectives	<p>1.1.1 Establishing and Maintaining an Effective Organization: Program Development</p> <p>Participant will examine the mission statement, vision and philosophy of the program and have the ability to articulate it appropriately to their staff.</p> <p>3.1.4 Human Resource Leadership and Development: Personal and Professional Awareness</p> <p>Participants will examine their own practices through self-reflection and self-appraisal to understand their role as the administrator and their relationship with their staff.</p> <p>3.2.1 Human Resource Leadership and Development: Human Relationships</p> <p>Participants will identify strategies to develop mutually respectful and trusting relationships with staff, including those whose cultural values, beliefs, and lifestyles may differ from their own.</p> <p>3.3.4 Human Resource Leadership and Development: Leadership and Support</p> <p>Participant will design different team building activities to encourage collaboration and facilitate the exchange of professional ideas with staff.</p>
Description of Target Audience	Administrators and/or School Leadership
Benefits to Target Audience	Creating a harmonious work environment dramatically affects the students, the trust level of fellow colleagues, and longevity of the employee. Participants will experience a hands-on approach to managing staff and building a trust level between administration and the teaching staff. Get rid of the feeling of employees that “just collect a paycheck”, by building a team spirit within the classroom and your entire school.
Training Methodologies/ Strategies Utilized	<p>Large Group</p> <p>Discussion</p> <p>Video</p> <p>Powerpoint</p> <p>Lecture</p> <p>Small Group Work</p> <p>Share</p> <p>Large Group</p>

	Checklist Video Small Group Work Game Hands-on Small Group Project Role Play Presentations Audio Reflection Closure		
Sequence of Training	Content	Methods/Activities	Time Allotment
	Welcome/ Intro		5 m
	What is team building	Large Group Discussion Video	20 m
	Your Role	Powerpoint Lecture Small Group Work Share	30 m
	Red Flag; You NEED team building	Large Group Checklist	20 m
	Covey: Goal Setting	Video	15 m
	7 Characteristics	Small Group Work Game Hands-on	20 m
	Role Plays	Small Group Project Role Play Small Group Presentations Reflection Exercise	45 m
	Paradigms	Audio Large Group Reflection	15 m
	Expectations	Large Group Discussion	20 m
	School Culture and Climate	Large Group Discussion	10 m
	School Mission	Large Group Discussion Video Closure	10 m
	Total Length		3.5 hrs