

Team 1 Data Summary

March, 2008

Summary of Team Behaviors from Coach's Notes

Facilitator(s)

- The facilitator was prepared and organized
- The facilitator reviewed the meeting agenda and led a discussion around time allotment and prioritizing agenda items

Meeting Organization

- The agenda was created before the meeting and it was clear that each team member was prepared to share their portion of the meeting content

Opportunity for Input

- Each person at the meeting was responsible for a fair portion of the meeting content – their names were recognized on the agenda
- Each member of the team had the opportunity for input

Team Focus

- Focus is on quality improvements with a specific emphasis on curriculum

Nonverbal Behaviors Observed

- Team members waited their turn to talk and did not interrupt each other
- Members used active listening skills such as making eye-contact, smiling, leaning toward each other, and nodding

Team Member Attitudes

- Sometimes seem overwhelmed and confused

Remaining Questions:

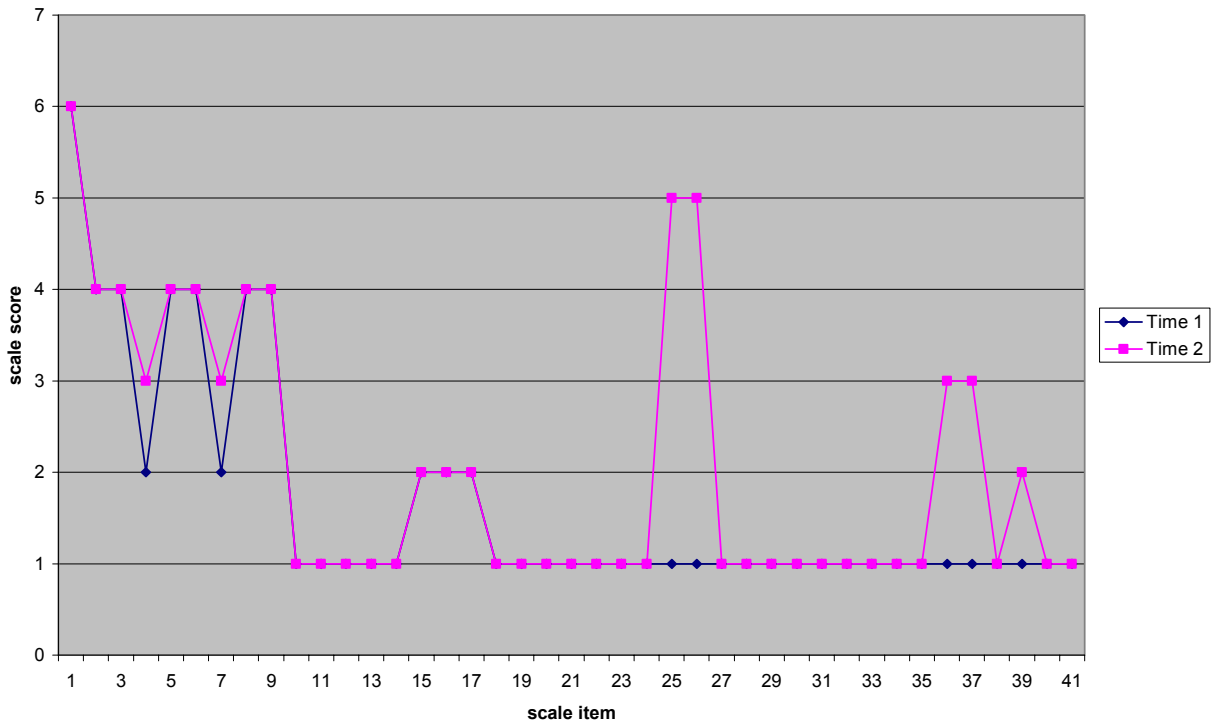
What motivates the team to continue working toward prioritized goals?

Does the team communicate their work to key stakeholders in a non-threatening way?

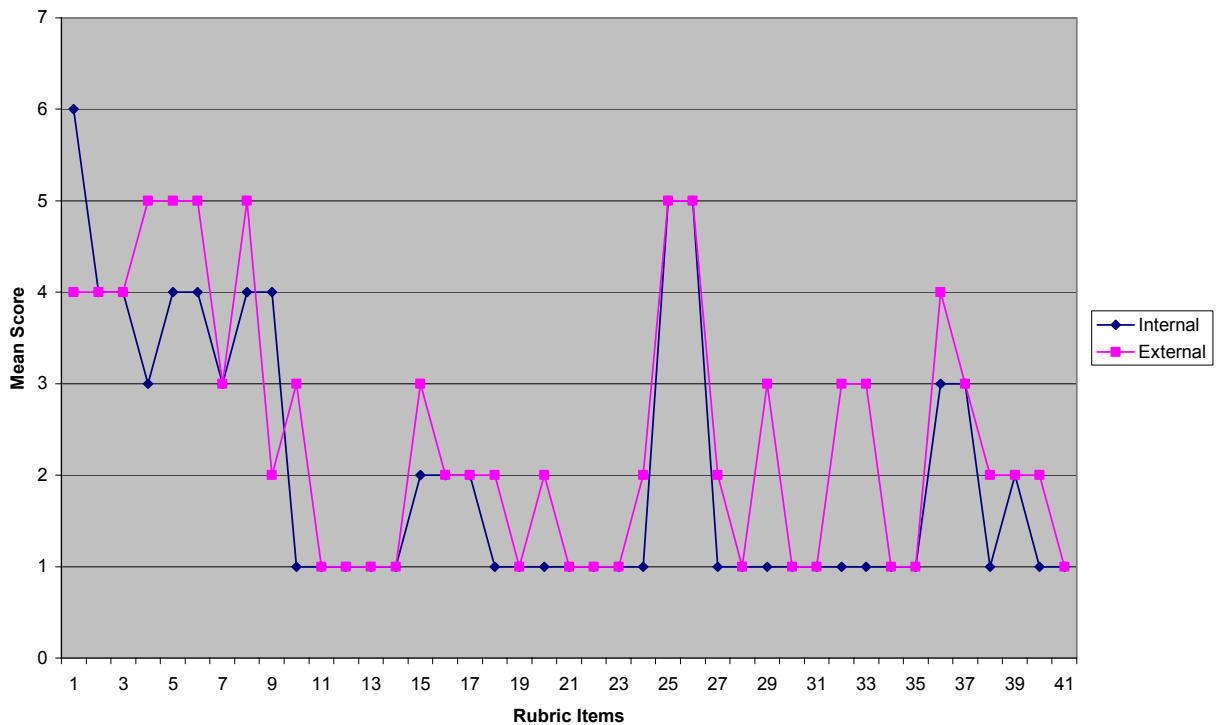
Summary of Internal and External Rubric Ratings

	N for Internal	Time 1 Mean Internal	Time 1 Variance Internal	Time 2 Mean Internal	Time 2 Variance Internal	Time 2 Mean External
RLT1	4	6.0000	.000	6.0000	.000	4.0000
RLT2	4	4.0000	.000	4.0000	.000	4.0000
RLT3	4	4.0000	.000	4.0000	.000	4.0000
RLT4	4	2.2500	.250	3.0000	.000	5.0000
RLT5	4	4.0000	.000	4.0000	.000	5.0000
RTL6	4	4.0000	.000	4.0000	.000	5.0000
RTL7	4	2.2500	.250	3.0000	.000	3.0000
RLT8	4	4.0000	.000	4.0000	.000	5.0000
RLT9	4	4.0000	.000	4.0000	.000	2.0000
DBD1	4	1.0000	.000	1.0000	.000	3.0000
DBD2	4	1.0000	.000	1.0000	.000	1.0000
DBD3	4	1.0000	.000	1.0000	.000	1.0000
DBD4	4	1.0000	.000	1.0000	.000	1.0000
DBD5	4	1.0000	.000	1.0000	.000	1.0000
DBD6	4	2.0000	.000	2.0000	.000	3.0000
DBD7	4	2.0000	.000	2.0000	.000	2.0000
DBD8	4	2.0000	.000	2.0000	.000	2.0000
DBD9	4	1.0000	.000	1.0000	.000	2.0000
DBD10	4	1.0000	.000	1.0000	.000	1.0000
DBD11	4	1.0000	.000	1.0000	.000	2.0000
DBD12	4	1.0000	.000	1.0000	.000	1.0000
DBD13	4	1.0000	.000	1.0000	.000	1.0000
DBD14	4	1.0000	.000	1.0000	.000	1.0000
DBD15	4	1.0000	.000	1.0000	.000	2.0000
CPP1	4	2.0000	4.000	5.0000	.000	5.0000
CPP2	4	2.0000	4.000	5.0000	.000	5.0000
CCP3	4	1.0000	.000	1.0000	.000	2.0000
CCP4	4	1.0000	.000	1.0000	.000	1.0000
CCP5	4	1.0000	.000	1.0000	.000	3.0000
CCP6	4	1.0000	.000	1.0000	.000	1.0000
CCP7	4	1.0000	.000	1.0000	.000	1.0000
CCP8	4	1.0000	.000	1.0000	.000	3.0000
CCP9	4	1.0000	.000	1.0000	.000	3.0000
CCP10	4	1.0000	.000	1.0000	.000	1.0000
CCP11	4	1.0000	.000	1.0000	.000	1.0000
PD1	4	1.5000	1.000	3.0000	.000	4.0000
PD2	4	1.5000	1.000	3.0000	.000	3.0000
PD3	4	1.0000	.000	1.0000	.000	2.0000
PD4	4	1.2500	.250	2.0000	.000	2.0000
PD5	4	1.0000	.000	1.0000	.000	2.0000
PD6	4	1.0000	.000	1.0000	.000	1.0000

Internal Mean Comparisons



Time 2 Mean Comparisons



Interpretations of Internal Rubric Ratings

Representative Leadership Team

- High Scores
 - A leadership team has been established
- Mid to High range scores
 - Modes of communication have been moderately established between team members and active participation is in place most of the time
 - Team members have equal opportunity for input most of the time
 - A facilitator has been established to some degree
 - Team members represent the perspectives of key stakeholders most of the time
 - A process is mostly in place to maintain the leadership team over time
- Low range scores
 - Communication between team members and key stakeholders needs improvement
 - Roles and purpose of work needs to be identified by team members

Time 2:

- **High score for establishment of a leadership team**
- **Mid to high range scores for participation and communication, equal opportunities for input and the establishment of a facilitator**
- **Mid to high range scores for representing the perspectives of key stakeholders and a process for maintaining the leadership team over time**
- **Mid range scores for arrangement of communication between the leadership team and key stakeholders and the ability of the team to identify the purpose of their work and roles**

Data Based Decision Making

- Low range scores
 - Processes are in place at the program level for collecting data, reviewing data, and making decisions based on data
- Not in place
 - No processes are in place for data based decision making at the individual child or preschool system level
 - Overall data collection and analysis is not accessible, organized, or comprehensive
 - Leadership team members need skills and knowledge to interpret and use data

Time 2:

- **Low range scores for having a process in place for collecting and reviewing data and making data-based decisions at the program/school level**
- **Data based decision making processes are not in place at the child outcome and preschool system levels**
- **Skills and knowledge for interpreting and using data to inform decisions are not in place for the leadership team members**

Collaborative Planning Process

- All items were scored 1 indicating no collaborative planning processes are in place

Time 2:

- **High range scores for the establishment and dissemination of a shared vision for the system**
- **Steps of collaborative planning process are not in place**
- **Processes for giving and receiving feedback and the development of goals and an action plan are not in place**

Ongoing Professional Development and Support

- All items were scored 1, indicating no ongoing professional development is in place

Time 2:

- **Mid range scores for assessing the professional development needs of the staff and basing opportunities on identified needs**
- **Low range score for preschool staff participating in job embedded activities and learning communities**
- **Professional development goals aligned with the preschool action plan, priorities, and initiatives are not in place**
- **Allocation of resources and sustainability of professional development over time not in place**