**Action Steps to Sustainable Partnerships**

**Action Steps for Strategic Teaming**

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| **Action Steps** | **Evidence and Artifacts** | **Person(s) Responsible** |
| * Speak about the shared values, mission, or purpose that is uniting the faculty. Acknowledge the role a noble mission plays in driving high quality. It is the focus on the mission, values, and

purpose that will inspire. Teams need nurturing through language that focuses on and returns regularly to the mission. |  |  |
| * Encourage members to speak about and note the shared values, mission, or purpose in all meetings or gatherings dedicated to solving problems of any kind. Stressing the nobility of purpose inspires the team to greatness. “When we are making all decisions by looking at the point of view of the learner and the impact on the student ﬁrst, then we know we are going in the right direction for our program.”
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| * Respect the power of teams. Decisions, even ones that could be made independently or right on the spot, should be presented to the team for consideration. “Let me just run this idea by a few of the other teachers before we settle on something” is a comment from a team-minded administrator. Distributed leadership, formal or informal, must be nurtured in order to be sustained.
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| * Seek out or stimulate opportunities to make a difference—that is, to innovate, to design new forms, and to create social change.
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| * Promote networking. Encourage teams to recruit more mem- bers. Talk about the things that can be accomplished if “we only had a few more people believing in or caring about what we are doing here at this school/program/department.”
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| * Give descriptive and constructive feedback to members who are usually eager for descriptive suggestions to improve what they are doing. They want the brass ring, so support them in reaching for it. When members want to learn new things, ﬁnd networks and resources that can support their professional learning.
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