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Not Getting Along?
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The article gives eight signs to look for to detect if staff is getting along and working well as a team. According to the author, the way staff relates to each other will determine parental involvement and student success.

- 1- Keeping the doors shut. The author suggests that teachers collaborate instead of hoarding ideas, supplies and recognition. If teachers are in their own little world, they miss the opportunity to learn new teaching strategies. Subbing for each other in order to give a colleague the chance to observe other teachers can significantly increase collaboration.
- 2- Colleagues guard their lesson plans like secret diaries. Meeting every week or every day to plan is what the author suggests. It should be in the school schedule and not on a voluntary basis. However, a top-down agenda will not work if a true commitment from members is expected.
- 3- Recognition is rare. If praise isn't coming from above, teachers need to praise each other for resolving an issue or taking leadership roles. I particularly like the phrase "if we aren't going to praise excellence, mediocre performance becomes the norm", so some teachers use emails or cards to praise.
- 4- The talk in the staff lounge is rarely about teaching. If this is the case, a good idea is to leave an article on the table or write a provocative thought that will trigger discussion.
- 5- New teachers aren't sticking around. After poor salary, the second reason for teachers' departure is poor administrative support.

- 6- Teachers are the very last to know. Too often, teachers are not included in the decision making loop. Every teacher should have some leadership role or some decision power within the scheme of things.
- 7- Some topics are taboo in the staff meetings. If teachers are walking on eggshells but there is no openness to discuss certain issues, this is a sign that the climate in the school is not pleasant. In my school we have faculty meetings every week. However, our administration does not take teachers' complaints or demands seriously. They see themselves as the mighty authority that can be questioned, but they may not do anything about it. Albeit the obstacles, teachers do not get discouraged. Veterans are the real foundation of our faculty committee. Young ones are joining, but they are the minority. I feel bad I do not attend their meetings more often, but if I plan to become an administrator, it is important to understand what the climate in my school is like. This way I can take a position now and prepare myself for my administrative career by defining my managerial style.
- 8- Everyone makes a beeline for the door when the final bell rings. The author suggests a debriefing at the end of the day to share victories and concerns. In addition, it is a good idea to socialize after work. Productive increases when one has a friend at work, according to the article. This is something I personally need to give more attention to. Every Friday after work, my coworkers have a happy hour but I am so tired that I just feel like going home to recuperate from the tiring week. I do feel, however, that people I have gotten to know in social events are the ones who are nicer to me at work.