

Cohesiveness Checklist

Potential Strategies for Improvements

Please review each point below and indicate the status of these strategies.

	Potential Strategies	Yes	In	Not
		Date	Process	Yet
1.	Leadership Teams have embraced Leadership Belief # 4		ļ	
	a. Administrative team Leadership team			
	b. Instructional Focus Team			
	c. Advisory Council or Operational Team			
2.	These leadership teams have made a commitment to function primarily in Stages 3, 4, 5, and 6			
	a. Have established group norms to reduce Stage 1 and 2 behaviors, such as:			
	The five minute rule			
	Can't complain unless you have a potential solution			
	May I quote you as the source for that information			
	Honor the absent (We talk to but not about each other)			
	Let history be history			
	If I see it, I own it			
	If it is within my power, I will do it; if not, I will seek help			
	b. Have implemented the Process Observer function			
	to improve the quality of our meetings			
	c. When a crisis occurs, there is a team commitment to focus on behaviors and data to avoid regression to Stages 1 and 2 behaviors			
	d. Use the Problem Analysis form to address sensitive issues			

	Potential Strategies	Yes	In	Not
		Date	Process	Yet
3.	Assign mentors to new team members as advocates for their			
	needs and concerns			
4.	Have systems in place to identify and celebrate the			
	strengths and achievements of individual team members			
5.	There is evidence that members of these leadership teams exhibit Stage			
	6 behaviors. Please record an example for how each team holds themselves and others accountable:			
	a. Administrative Team			
	b. Instructional Focus Team			
	c. Advisory Council or Operational Team			