

Measuring Teamwork

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Teamwork

- What is it?
- Best practices
- Quantifying teamwork in the classroom



THECB Core Objectives



- Critical Thinking
- Communication
- Empirical Skills
- **Teamwork**
- Personal Responsibility
- Social Responsibility

Teamwork

- “The ability to consider different points of view and to work effectively with others to support a shared purpose or goal.”
- Required assessment for Communication, Natural Sciences, and Creative Arts



Student Responses



- Ugh...
- “I hate group work!”
- “Nobody else contributes!”

Desired Student Responses

- “I appreciate his/her knowledge and contribution”
- “I couldn’t have done this without him/her”
- “The project is better than when done alone”



Best Practices for Teamwork



- “Team”work, not group work
- Create Interdependence
- Devote time to teamwork skills
- Provide individual accountability

Teamwork, not Group Work

- Interdependent work
- Ownership
- Collaboration
- Success based on trust
- Trust leads to contributions
- Decisions made equally



Effective Teams



- Clear goal
- Results-driven
- Collaborative climate
- External support
- Principled leadership

Team Growth

- Forming
- Storming
- Norming
- Performing
- *Important for the instructor to provide assistance through these stages!*



Interdependence



- Projects are sufficiently complex
- Shared goals require collaboration
- Limit resources
- Assign roles

Devote Time

- Explain the value
- Address negative preconceptions
- Provide structure
 - Interim deadlines
 - Ground rules
 - Conflict resolution skills
- Metacognition skills
- Assessments



Individual Accountability



- Evaluate group as a whole, but...
- Members must demonstrate learning
 - Quizzes
 - Short essays
 - Journal entries
- Make part of the grade on individual submission

Teamwork Assessment

- Assess team and individual performance
- Assess process as well as product
- Make assessment criteria clear
- Sample Team Project Tools



Simple Teamwork Assessment



- Self-evaluation
 - [Self evaluation form 1](#)
 - [Self evaluation form 2](#)
- Peer assessment
 - Partial grading
 - [Peer evaluation form 1](#)
 - [Peer evaluation form 2](#)

Teamwork Assessment

- Teamwork VALUE Rubric
- Valid Assessment of Learning in Undergraduate Education
- Validated and Reliability Tested
- Assesses the teamwork of an individual student, not the team as a whole



Questions?

