Measuring Teamwork

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Teamwork

• What is it?
• Best practices
• Quantifying teamwork in the classroom
THEECB 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?