

It is important to spend time discussing the role of the teacher team leader. I prefer to liken this role to a facilitator as opposed to a leader, because the word leader communicates “in charge”. A collaborative team needs a leader that facilitates discussions and creates structure for collaboration to thrive. This conversation will be a throughline as we progress in our work.

## **Role of the Facilitator**

### **Facilitative Responsibilities**

PLC facilitation involves two separate but interrelated responsibilities (Schein, 1988):

- **Task:** Facilitators help group members do the intellectual work of exchanging ideas and experiences and accomplishing individual and/or group projects; they also manage details such as organizational and logistical tasks and/or make such labors shared.
- **Process:** Equally important, facilitators help the group draw on individual member strengths, see that individual needs get voiced and addressed, and help mediate challenging personal interactions.

The facilitator, however, need not—**and should not**—do all of the work alone, nor must he or she necessarily possess every ideal attitude or orientation. In fact, one important way to build community and foster a sense of ownership is to draw upon the strengths members bring to the group as well as to share the work of facilitation. Work can be shared or delegated from the outset, be it note-taking, some organizational responsibilities, discussion leadership, active listening, questioning, or including all voices.

### **Social Capital**

Maintain and increase *social capital*\* in his or her teacher team. If team teachers are engaging in quality interactions focused on teaching and learning, then their students' achievements will improve. Venables, 2018

\*Social Capital Definitions:

Social capital theory contends that social relationships are resources that can lead to the development and accumulation of human capital.

Social capital allows a group of people to work together effectively to achieve a common purpose or goal.