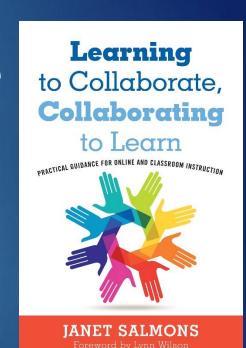
# Learning to Collaborate Collaborating to Learn

JANET SALMONS, PH.D. WWW.VISION2LEAD.COM





### Why are you interested in collaboration?

A. Improve collaboration in the classroom

B. Improve collaboration with teams

C. Assess collaborative work fairly

D. Student: Want to learn more

E.All of the above

F. Other

# Agenda

- Rationale for collaborating to learn
- Taxonomy of Collaboration
- Planning learning activities
- Roles for individuals and groups

Assessing collaborative outcomes

Q&A

# Collaboration is essential

in order to address the problems of our time.



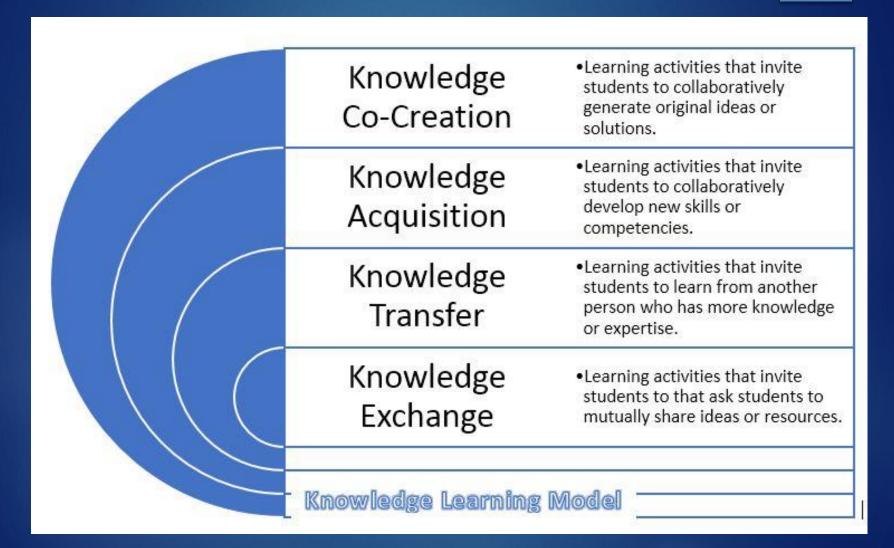
How can we prepare our students to work within institutions, organizations, and communities and across disciplinary, national, and geographic boundaries?

### What is collaboration?

#### Collaboration:

"an interactive process that engages two or more participants who work together to achieve outcomes they could not accomplish independently."

## Collaborating to Learn



# Taxonomy of Collaboration

A conceptual framework for designing, planning, and assessing collaborative learning and collaborative work.

A **visual language** for mapping projects and communicating about the collaborative process.

#### **Taxonomy of Collaboration**



#### REFLECTION

Individuals align their own knowledge, attitudes, and skills with group efforts. Individuals make sense of, and prepare for, their roles in collaborative efforts.



#### DIALOGUE

Participants in the collaborative process agree upon and work with the group's communication expectations, timelines, processes, and tools. They exchange ideas to find shared purpose and coherence with the plans and/or tactics needed to coordinate their efforts.



#### REVIEW

Participants exchange work for constructive mutual critique and to incorporate others' perspectives. Participants evaluate which elements of each partners' work should be included in the deliverables, and how it will be integrated into the whole.



#### PARALLEL COLLABORATION

Participants work to each complete a component of the project. Elements are combined into a collective final product, or the process moves to another level of collaboration.



#### SEQUENTIAL COLLABORATION

Participants complete stages of the work, building on each other's contributions through a series of progressive steps.

All are combined into a collective final product or the process moves to another level of collaboration.



#### SYNERGISTIC COLLABORATION

Participants synthesize their ideas to plan, organize and complete the creation of a product that melds all contributions into a collective final product.

## Trust Continuum



As collaboration increases, so does the need for trust. In collaborative efforts, trust is:

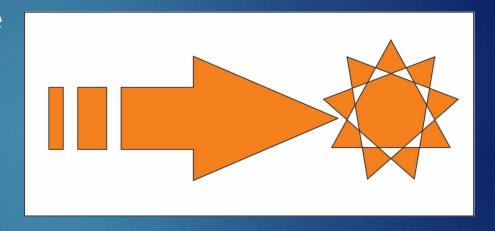
"the confidence that a person is competent to reach a goal and is committed to reaching it."

(Handy, 1995)

## Reflection

The individual in the collaborative process:

Sensemaking and identity, from "I" to "we."



#### Overcoming Obstacles at the Individual Level

Lack of trust

Different goals among parties

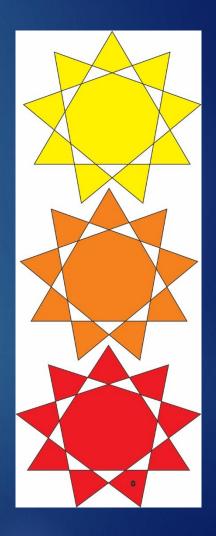
Win-Lose Attitudes Unwilling to help others

Ethic of individualism

Unwilling to seek input and learn from others

# Learning Activities to Promote Reflection

- Journals
- Portfolios
- Individual consultations
- Feedback on individual outcomes



## Level of Collaboration 1: Dialogue



#### Communication is Essential

#### Dialogue

Verbal and listening skills used in respectful, constructive discussion.

#### Dialogue as Step in Collaborative Process

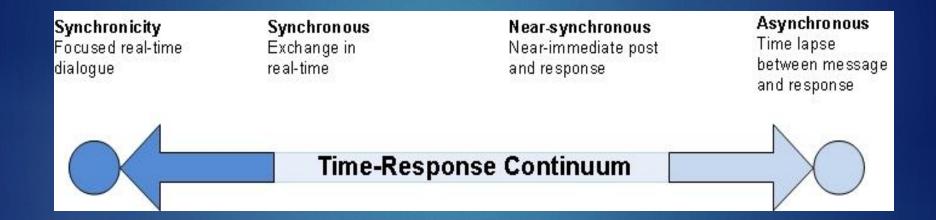
Find shared purpose and coherence in the plans and/or tactics needed to coordinate their efforts.

#### Online or Face-to-Face Dialogue

Use discussion, conferencing or mobile tools to communicate.



# Strategies for Supporting Effective Use of Dialogue



Agree on expectations for timing and type of online or face-to-face communication.

### Level of Collaboration 2: Review





#### Level 2

#### Peer Review

Critical review of each other's work. Work within mutually acceptable boundaries and set criteria.

#### Peer Review as Step in Collaborative Process

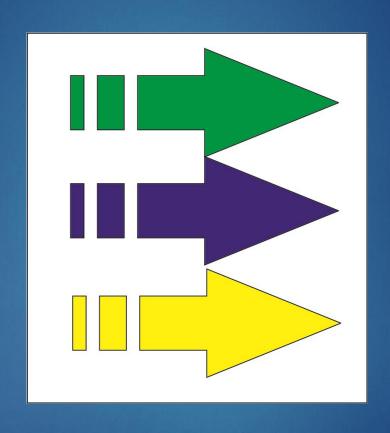
Exchange work for respectful, mutual critique to determine which contributions should be utilized or revised for inclusion in a collective outcome.



#### Online Peer Review

Work with attachments and shared document tools.

## Level of Collaboration 3: Parallel





#### Level 3

#### Parallel

Organizing work into pieces completed side-by-side.

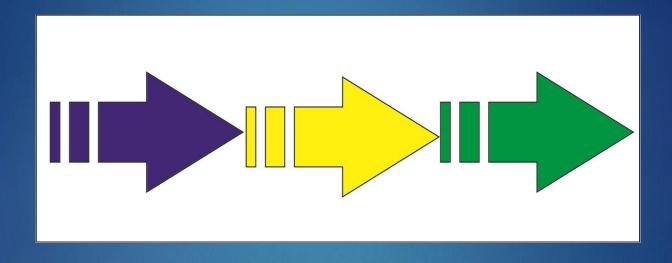
#### Parallel Organization of Collaborative Process

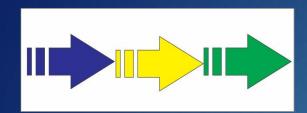
Each completes a component of the project; elements are combined into a collective final product, or the process moves to another level of collaboration.

#### Parallel Work Online

Coordinate multiple strands of project; organize, manage and integrate information from multiple inputs.

## Level of Collaboration 4: Sequential





#### Level 4

#### Sequential Steps

Organizing work into a logical series of steps.



#### Sequential Organization of Collaborative Process

Build on each other's contributions through a series of progressive steps; elements are combined into a collective final product, or the process moves to another level of collaboration.

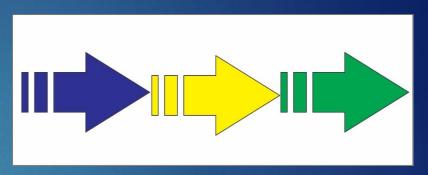


#### Sequential Work Online

Use project management tools to track progress; use advanced editing and version control software functions.

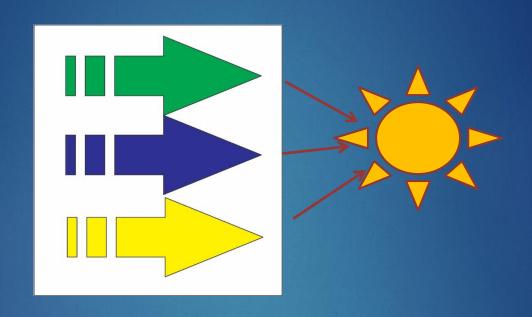
# Learning to Organize the Collaborative Project: Parallel or Sequential

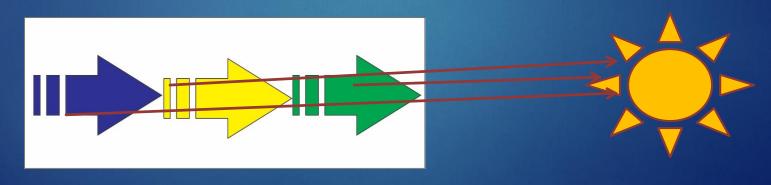




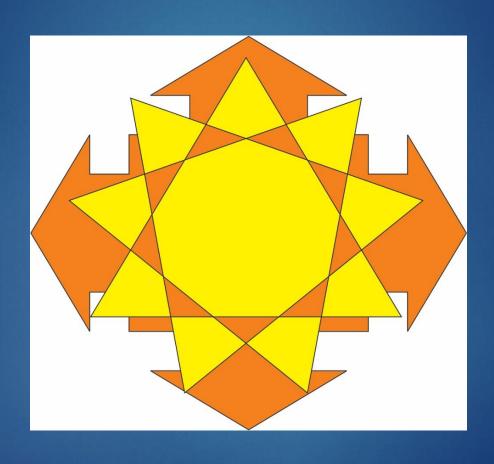
- Understand elements of the project.
- Divide and allocate tasks.
- Set timelines and standards.
- Coordinate, communicate progress.
- Develop mutual accountability; deal with underperforming team members and/or resolve conflicts
- Edit, compile, assemble outcomes.

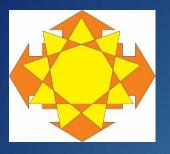
# Connecting Arrows & Stars





## Level of Collaboration 5: Synergistic





#### Level 5

#### Synergy

Interactive meshing of ideas, theories and approaches.

#### Synergistic Organization of Collaborative Process

Work together through all steps and synthesize their ideas to plan, organize and complete the assignment together.

#### Synergistic Work Online

Understand ethics of intellectual property and use of sources; generate new information or knowledge by adapting and integrating multiple parts into collective whole.

# Cultivate the "Synthesizing Mind"

The synthesizing mindability to integrate ideas from different disciplines into a coherent whole.

"The most valued personal trait in the 21c will be a facility for synthesizing information."

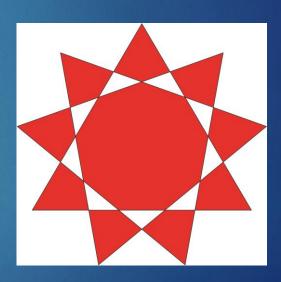
From Howard Gardner's Five Minds for the Future

# Thinking about outcomes of the collaborative process

Collaborating to produce individual outcomes



Collaborating to produce collective outcomes



### **Map Your Assignments & Projects**







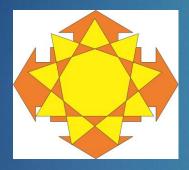


**Submit journal** 





Discuss project



**Brainstorm** 



Divide up tasks



Review each other's drafts



Compile and submit group assignment

# Organizing for Collaborative Learning Success

Plan the collaboration

2

 Clarify roles and expectations Build trust & open communication

3

# Organizing for Collaborative Learning Success

Commit to common purpose

4

5

Facilitate and assess fairly

 Build toward synergy

6

## Next steps?



# See you in the Forum for discussion!

