COLLEGIALITY INSULATES TEAMWORK

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A school is an organization which aims to deliver an effective and efficient education for all the students. Just it is defined as an organization, the school requires the power of collaboration towards achieving its goals. The spirit of teamwork will enable everyone to properly and dedicatedly deliver their respective duties and responsibilities. Moreover, it gives everyone the opportunity to work together and learn from one another. As a result, cooperative actions of all lead to the success of the school.

But over the years, these cyclical process of collaboration will find its limitations. Teachers and other members of the school may display collaboration by doing their duties together but for job-related purposes only. Superficially, observers may see it as a positive attribute of a school. This may be upset by the level of priorities each member has and needs to choose. Or there are misunderstandings in the work place which are not reconciled right away and become a permanent crack in the trust.

On the other hand, the collaborative relationship that is developed in the school can be better established and can be solidified through developing collegiality. Collegiality is the quality of the relationships among the staff members in a school. (Kelchtermans, 2006)

Collaboration and collegiality are two closely related terms that may describe the kind of work place climate a school has. While collaboration redefines itself as an essential component of an effective school, collegiality does its job of maintaining that level of collaborative relationship that exists among the members of the organization. It serves as insulation that protects the cooperative feature that has been developed by the school overtime. Collegiality puts an extra mile for all members of the school not only to
perform how their job is described by their designation but to work as a family who sets aside work status in order to fully contribute to the achievement of the vision of the organization.

References: