ENHANCING TEAMWORK IN SCHOOLS
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In an organization, everyone is expected to work together as a team for the good of the organization. Its mission and vision is possible to realize if everyone has definite roles, duties and responsibilities to perform, on the other hand, each member should be a good team player.

Most often than not, this is associated not just from other organizations and business enterprise but in the educational system as well.

The school is said to be the universal venue to equip each individual the basic of life. To educate and develop their full potentials to be globally competitive is one of the basic and fundamental principles of education. It is also considered as business unit intended to satisfy and provide quality service to its stakeholders and clienteles, hence, it must stay abreast with the technology that suits the needs of the global arena.

It is therefore, the school system should be able to apply and used the “team” approach to creatively solve perennial problems and finds necessary solutions. By doing so, each member would be able to share their experiences, insights and points of view to solve an old problem through collaborative approach of the team.

The school head has the vital role to integrate the “team” approach to the internal and external stakeholders. Motivating and involving the pupils, their parents, community members and teachers into a “team” will definitely improve the system’s way of dealing challenges in the organization.

The ability to create an effective “team” can be rewarding in itself, it should focus on the holistic development of all the learners in the school, it should be
anchored to the mission and vision that is directed towards child centered development and progress.

Katzenback and Smith (1986) defined “team” as a group of people with associated skills who are compassionate to a common purpose, performance goals, and common approach for which they hold themselves mutually accountable.

MacMeekin (2017) suggested methods to improve “team” work in an organization:

- **Cooperate** – everyone should be involved in finding the solution in the organization’s challenges and problems, hence, cooperating is the key do your part effectively.
- **Aknowledge** – every “team” member should aknowledge their strengths and weaknesses, by doing so, they will be capable to share their stregh and serve as mentor to the other team, on the contrary, recognizing their weakness will as well help the “team” to provide interventions to improve your weaknesses.
- **Engage** – involve and engage the other members of the “team” let them feel that they belong and have the ownership as well in every sucess of the organization.
- **Privacy** – always take note that privacy or putting secrecy specially in sensitive matters is vital to keep respect among the “team”, by doing so, self confidence maybe maintained therby promoting trust and confidence among the group.
- **Ask** – never attemp to ask to clarify issues if you are confused, this will enlighten the “team” about their concerns.
- **Open** - be open to suggestions and recommendation, this will be the line of communication to improve the “team” as a whole.
- **Feedback** – conduct feedbacking to see how the team players are doing, listen, suggest and improve to make changes.
- **Help** – a team help each one another to succeed, they are take part in each success and accomplishments.
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- **Set Rules** – set rules for everyone to follow, in this way, the team player will work towards the same direction, that is to achieve the “team” goals and objectives.
- **Try** – never stop to attempt doing it again and again, the road to success may be narrow and sharp, but it’s worth to experience, so don’t stop trying.

Enhancing the teamwork in school would mean success in implementing the school’s programs, activities and projects, hence, pupils development towards their success is possible. School heads and teachers have the greatest roles of doing so, for in their hands depend the success of the “team”.

References:


Mia MacMeekin (2017) "24 Easy Ways To Encourage Teamwork In School" retrieved from https://charterforcompassion.org/24-easy-ways-to-encourage-teamwork-in-school retrieved on July 31, 2018