

Why the 8 Drivers of Collaboration Matter

At the center of the collaboration wheel sits one powerful outcome: **Collective Efficacy**—the shared belief that together, educators can positively impact student learning. Everything in this model points toward strengthening that belief, because when collective efficacy is strong, instructional improvement accelerates and student achievement follows.

Surrounding the core are the **8 Drivers of Collaboration**, each representing a critical condition that turns teamwork into meaningful impact. The **Purpose of Collaboration** reminds teams why they exist—not to meet, but to improve learning. **Focus** ensures energy stays on what matters most instead of being diluted by competing initiatives. **Clarity** tightens the work by defining success, expectations, and outcomes so everyone is moving in the same direction.



Accountability sustains momentum by turning intentions into action, while **Essential Learning Targets** keep instruction anchored to what students must know and be able to do. **Assessment Literacy** equips teams to interpret evidence accurately, not emotionally. **Feedback** fuels growth through reflection, adjustment, and refinement. Finally, a **Culture of Evidence** ensures that decisions are guided by student work and data—not assumptions or opinions.

Together, these eight drivers form a unified system. When even one is missing, collaboration weakens. When all eight are present and aligned, teams move beyond conversation into **consistent, measurable instructional improvement**. This is how collaboration stops being a meeting—and becomes a force for real change.

Why the 8 Drivers of Collaboration Matter

❑ **Focus**

Teams maintain a sharp focus on what matters most—student learning and evidence of impact. By eliminating distractions, they align efforts around high-leverage instructional priorities.

❑ **Clarity**

Clarity ensures teachers and students share a precise understanding of learning intentions and success criteria. When clarity is strong, instruction becomes more purposeful and assessments become more meaningful.

❑ **Accountability**

Accountability means teams honor commitments, follow agreed-upon processes, and monitor progress transparently. It builds trust, consistency, and a culture centered on results.

❑ **Essential Learning Targets**

Essential Learning Targets define the critical knowledge and skills students must master to succeed. They guide planning, assessment, instruction, and intervention with coherence and purpose.

❑ **Assessment Literacy**

Assessment literacy enables teachers to design and interpret assessments that accurately measure what students know and can do. These skills empower educators to make informed instructional decisions.

❑ **Feedback**

High-quality feedback provides specific, timely information that helps students improve their performance. Feedback also strengthens teacher practice by informing adjustments to instruction.

❑ **Culture of Evidence**

A culture of evidence prioritizes data over assumptions when evaluating learning and instructional impact. It promotes reflection, transparency, and continuous improvement.

❑ **The Purpose of Collaboration**

Collaboration allows educators to learn with and from one another in service of increasing student achievement. True collaboration builds shared responsibility, strengthens instructional practice, and accelerates improvement.

❑ **Collective Efficacy**

Collective efficacy is the shared belief among educators that their actions have a significant influence on student learning. It is one of the strongest predictors of improved outcomes across a school.

8 Drivers of Collaboration – Reflection Activity

Rate your team's current level of implementation for each driver:

Driver	1 = Not Yet	2 = Emerging	3 = Consistent	4 = Embedded
Purpose of Collaboration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Focus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clarity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accountability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Essential Learning Targets	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assessment Literacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Feedback	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Culture of Evidence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Written Reflection

Respond in writing:

- Our strongest driver right now is:
- One driver that limits our impact the most is:
- When this driver is weak, the effect on student learning is:
- Drivers we will strengthen:
- One specific action we will take:
- How we will measure impact:

STRENGTHEN THE DRIVER ACTION TEMPLATE

Driver to Strengthen: _____

Why this driver matters in this scenario:

Action we can take within the next 30 days:

How we will measure progress:

Expected improvement for student learning:
