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| **Challenges, with principal and colleagues, practices and assumptions that create barriers to collective responsibility** | **Takes actions, with principal and colleagues to overcome barriers to collective responsibility** |
| **Solves problems, with principal and colleagues, related to implementing conditions for effective professional learning** | **Engages with colleagues in conversations about the impact of individual and collective professional learning on student achievement** |
| **Adopts collaborative learning as the primary approach to solving individual, team, and**  **schoolwide challenges related**  **to student learning** | **Contributes, with colleagues,**  **to the development of shared assumptions about and a**  **shared definition of**  **collective responsibility** |
| **Aligns individual and team professional learning goals** | **Engages in individual, team and schoolwide professional learning**  **to address the learning needs**  **of all students** |
| **Participates routinely in one**  **or more on-going learning communities within and**  **beyond the school** | **Shares with colleagues own learning as a member of a**  **learning community** |
| **Practices skillful collaboration**  **within schoolwide and team**  **professional learning** |  |