Collaboration Guide for Early Career STEM Teachers

Early Career STEM Teachers (ECSTs) often experience risk and uncertainty when starting conversations around problems of practice and engaging with more veteran colleagues. This Collaboration Guide is a resource for supporting ECSTs in creating collaborative relationships with colleagues around equitable teaching practices (as we do) or other department/school/district initiatives.

Category	Reflecting on Collaboration	Reflecting on my Practice	Reflecting on my Community
What *Consider the collaboration you want to develop.*	- Ask a colleague how they think about equitable instruction. - Ask a colleague how they perceive, think about, or implement a school instructional method/policy/initiative. - *[insert your own questions]*	- What does participation/talk/doing looks like for this group of students in this task? - What do or don't my students understand about this content from this assessment? - Why do I feel so challenged by this student? - What am I trying to learn about this student or this group of students? - *[insert your own questions]*	- How is this group of students doing in this subject/content/class? - What do or don't our students understand about this content from this assessment? - What supports can we provide for this group of students in this subject/content/class? - *[insert your own questions]*
Why *Consider why it is important to collaborate.*	- What am I hoping to learn from this collaboration? - What problem or challenge am I hoping to gain knowledge about? - What have I or others already done at school that could be extended through this work? - *[insert your own questions]*	- Why is it important to understand how my students make sense of this content? - Why is it important to understand what participation/talk/doing looks like for this group of students in this task? - Why is it important that I understand more about this student or group of students? - *[insert your own questions]*	- Why is it important to understand how this group of students is doing in these classes? - Why is it important to understand how our students are understanding this content? - Why is it important to strategize additional/new supports for this group of students in these classes? - *[insert your own questions]*
Who	- Who has expressed interest in	- Who has expertise or knowledge in	- Who will be part of my group and

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Consider whom to collaborate with.	collaborating? - With whom do I already have a positive/critical friend-type/working relationship that I can build on? - Who has expressed interest in extending or building on something we have already done at school? - Whose viewpoint am I interested in learning about? - *[insert your own questions]*	this area? - Who has had success in this area? - Who is interested in this work? - Who struggles with similar concerns? - Who has a different perspective on the content, the students, and/or what participation/talk/doing means? - *[insert your own questions]*	how will I decide? - Is my group formal (e.g., PLC) or informal (e.g., we all have the same lunch time)? - Who stands to benefit from being in this group? - Who will help me bring this work to more people? - Who has shown interest in this work? - *[insert your own questions]*

How
 	
Consider risk, safety, and strategy as you collaborate.
	- What implicit or explicit norms are at play in my community (school, department, mentor/mentee relationship,...) and may influence my collaboration?
	  - What does our community collaborate around or not collaborate around?
	  - How does my community generally collaborate and what parts of that do I want to employ?
	  - What do I still not understand about collaboration in my community?
	- How can I communicate to my Who that I value their engagement?
	- Considering social identities within a system of power, how do I approach cultivating collaborative relationships?
	- *[insert your own questions]*		

When & Where *Consider the logistics of initiating your collaboration.*	- What feels like the best place to initiate my collaboration? (lunch conversation, prep time conversation, PLC, department, team or other scheduled meeting, staff or professional organization newsletter...) - How can I best communicate the purpose of this collaboration? (handouts, slides, write a script or bullet points...) - How can I best contextualize this collaboration so my request is clear? - *[insert your own questions]*		