



BEFORE WE GET STARTED

Register your attendance.

Complete this form for each session you attend.

Session numbers
are in the program.



Rosters

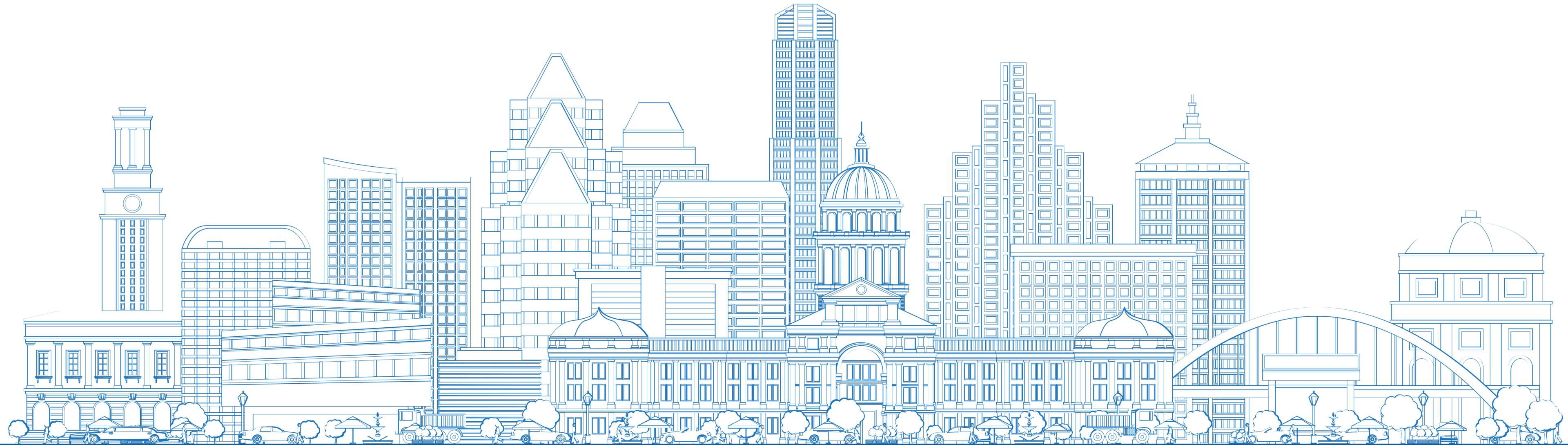
CAP
CON
2024



BUILDING A DEDICATED TEAM FOR ACADEMIC UIL SUCCESS

Strategies and Best Practices

Ivan Silva & Luis Alaniz - La Joya ISD



Preview

Enhance Team Dynamics:

- Implement team-building activities and role rotation to strengthen trust and cooperation.
- Encourage effective communication through workshops and regular feedback sessions.

Foster Collaboration:

- Promote collaborative projects and regular practice sessions to build teamwork skills.
- Utilize collaborative tools and mentorship programs to support team cohesion.

Achieve Common Goals:

- Set clear, achievable team goals and establish accountability mechanisms.
- Involve all team members in decision-making processes to ensure inclusivity and diverse viewpoints.

Recognize and Resolve Conflicts:

- Establish clear protocols for conflict resolution and provide mediation support.
- Celebrate individual and team achievements to boost morale and motivation.

Recruitment and Identification

- Welcome everyone
- Spread the word to community members
- Develop an eye for talent
- Secondary can look to A+ participation
- STAAR scores and TSIA can be helpful too
- Email, Google Classroom, School Messaging, Social Media, Posters or flyers
- Teacher referrals
- Student referrals



Opportunities for students to showcase their skills and interests

- Recognitions
 - Awards, social media, online galleries, and public performances
- Student Testimonials
- Alumni follow-ups
- Student led recruitment



Team Development

- Building a supportive and inclusive team environment means knowing how teams form and how to shape them

Forming

Storming

Norming

Performing

**Adjourning /
Transforming**

Tuckman's stages of group development (1965)

Team roles

- Not everyone will place, but everyone should have a place
- Coaches, coordinators, admins, and students all have a part to play (Supporter, Harmonizers & Tension Releasees)
- What Group Climate do you want?
- Do I want Task Cohesion or Social Cohesion? Both?



Leadership and Communication

As a coach

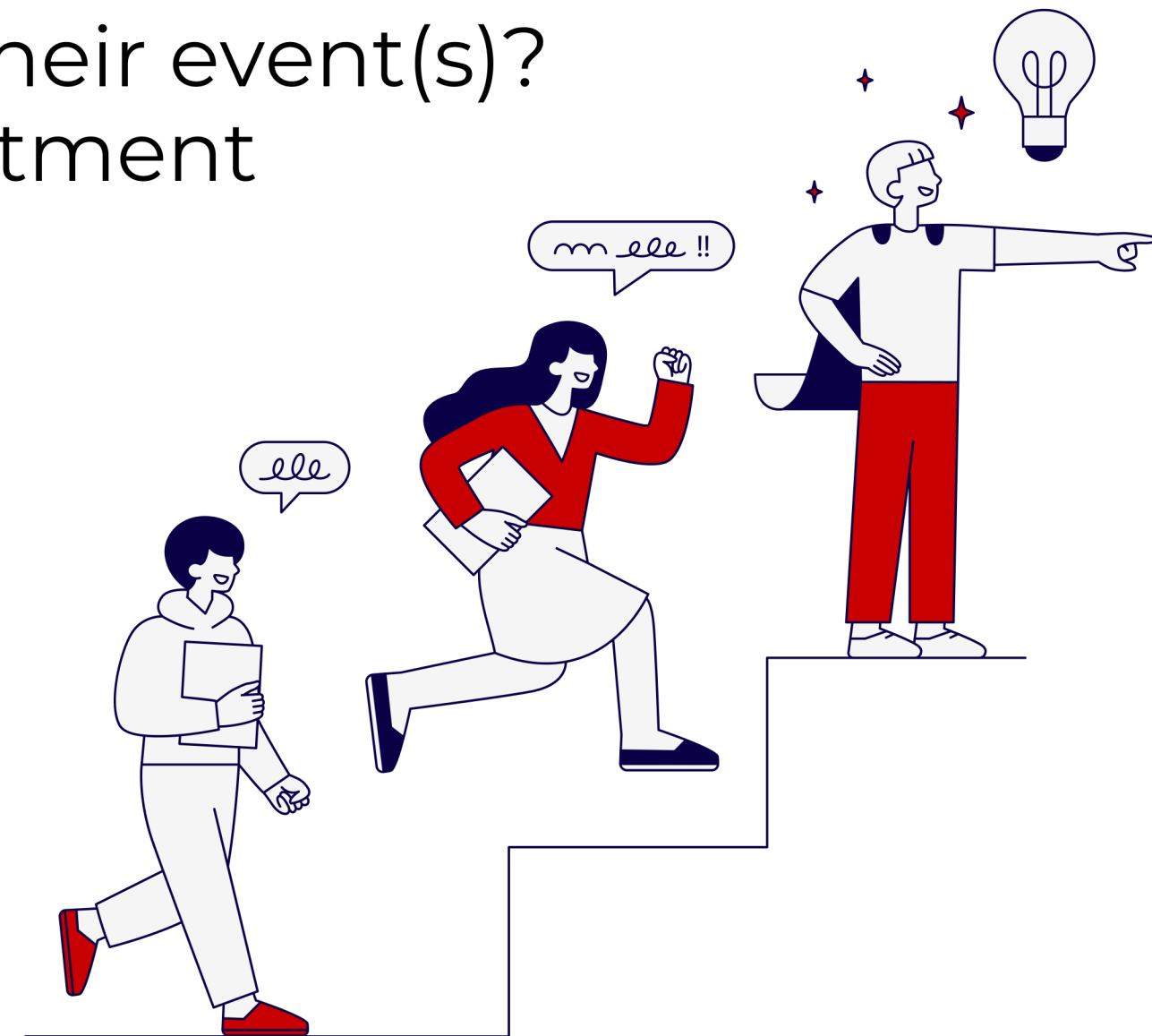
- Develop a team, not just competitors
- Hold students accountable
- Needs to know what their expectations are and communicate them early on (both ways)
- Who are your team members?
- What skills do they bring to the table?
- What skills do they need development in?
- What other events or activities are they involved in?



Leadership and Communication

As a coordinator

- Create a culture of encouragement
- Hold coaches accountable
- Coaches should know their event and how to run it
- Have they read the UIL Handbook related to their event(s)?
- Provide templates for coaches to use in recruitment (consistency)
- Have access to communication channel(s)



Building a supportive and inclusive team environment

Fostering Open Communication:

- Encourage openness and active listening
- Hold regular team meetings/practice to discuss progress and feedback
- Create boundaries about what the time is for and what it should be used for (be specific)

Promoting Diversity and Inclusion:

- Recruit team members from diverse backgrounds
- Respect and value different viewpoints and experiences



Building a supportive and inclusive team environment

Building Trust and Respect:

- Organize team-building activities
- Set clear expectations and address conflicts promptly

Providing Support and Resources:

- Establish yourself as a mentor
- Ensure access to necessary resources and provide emotional support



Building a supportive and inclusive team environment

Encouraging Collaboration and Teamwork:

- Assign collaborative projects and rotate roles
- Celebrate individual and team achievements

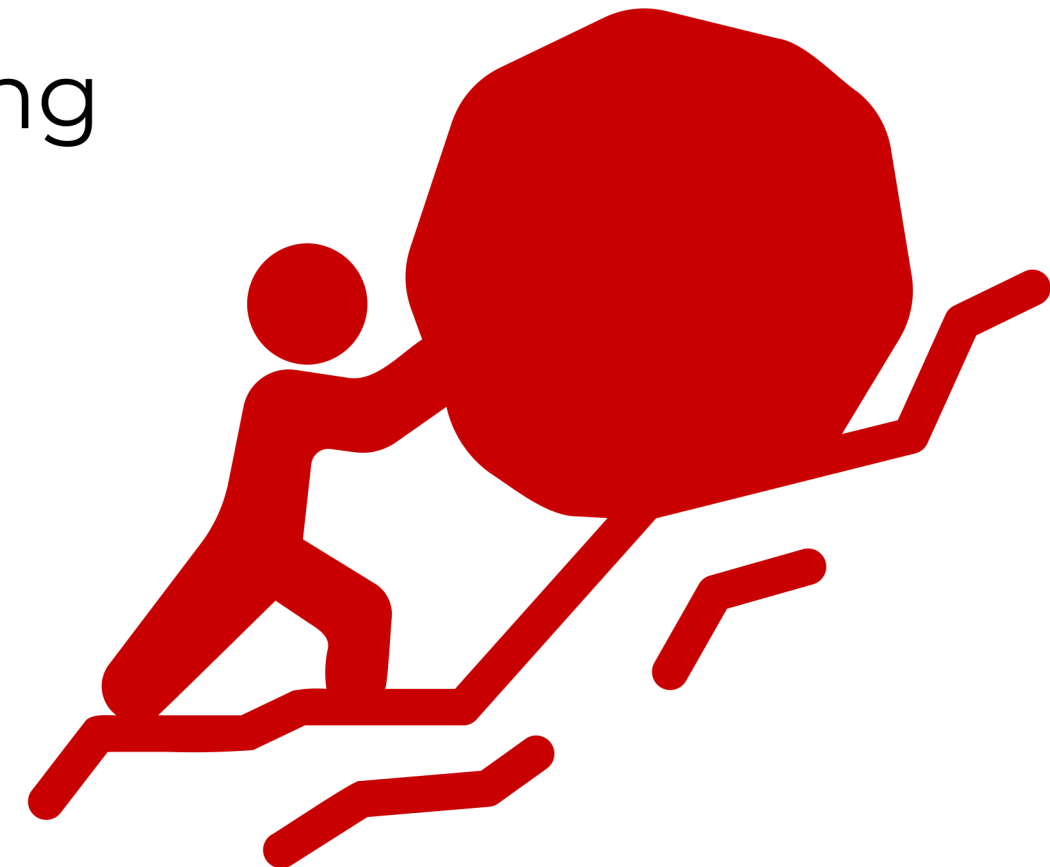
Developing Leadership Skills:

- Offer leadership opportunities and model behaviors
- Empower team members to take initiative and make decisions



Common Challenges

- Resources
- Ensuring practice quality
- Attendance
- Competing Events
- Parent buy-in
- Organizing travel, accommodations, and other logistics for competitions.
- Staying updated with UIL rule changes and ensuring compliance
- Keeping team members motivated and engaged throughout the season.



Techniques for developing teamwork and collaboration skills

Team-building Activities:

- Icebreakers
- Trust exercises

Collaborative Projects:

- Group research
- Team presentations

Regular Practice Sessions:

- Simulated competitions
- Peer reviews

Role Rotation:

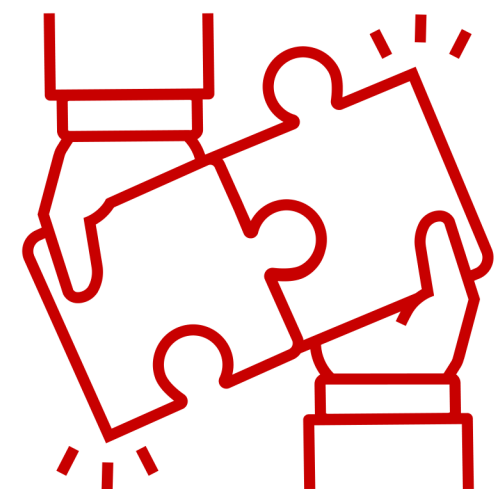
- Rotating leadership
- Assigning different roles

Mentorship Programs:

- Pairing experienced with newcomers
- Peer mentoring

Effective Communication Training:

- Active listening workshops
- Conflict resolution skills



Techniques for developing teamwork and collaboration skills

Goal Setting and Accountability:

- Clear, achievable goals
- Tracking progress

Feedback Mechanisms:

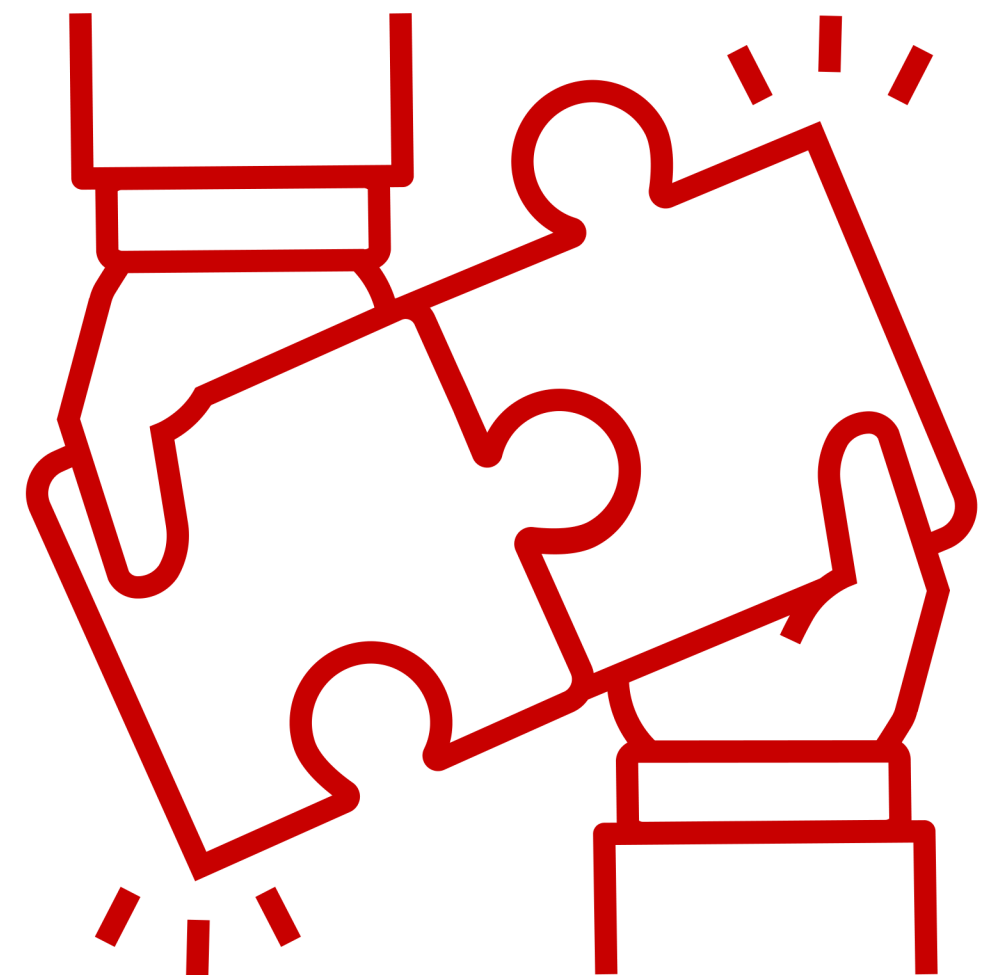
- Regular feedback sessions
- Encouraging constructive criticism

Collaborative Tools:

- Collaboration software (e.g., Google Workspace)
- Sharing resources online

Team-building Retreats and Social Events:

- Retreats for team-building
- Social events for camaraderie



Techniques for developing teamwork and collaboration skills

Inclusive Decision-making:

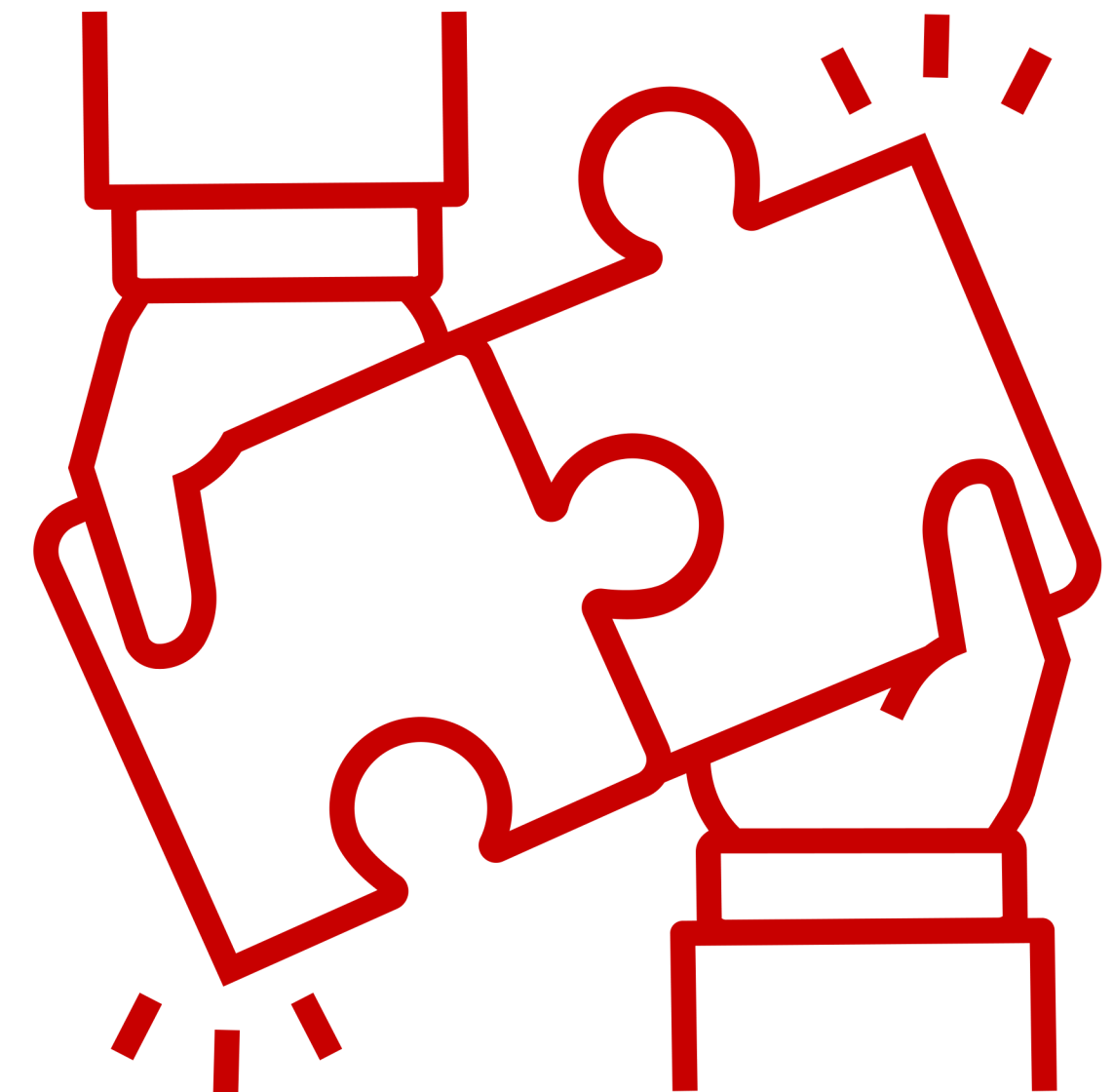
- Involving all members in decisions
- Encouraging diverse viewpoints

Celebrating Successes:

- Recognizing achievements
- Award ceremonies

Conflict Resolution Strategies:

- Clear conflict protocols
- Mediation support



“A leader is anyone who takes responsibility for finding the potential in people and processes and has the courage to develop that potential.”

-Brené Brown





THANK YOU FOR ATTENDING

Registration link,
presentations and handouts
are available on the website.

*Remember to register your
attendance for each session.*

CAP
CON
2024



Handouts & More