

# THE BENEFITS OF COLLABORATION: A SNAPSHOT

## COLLABORATION MITIGATES THE NEGATIVE IMPACTS OF POVERTY

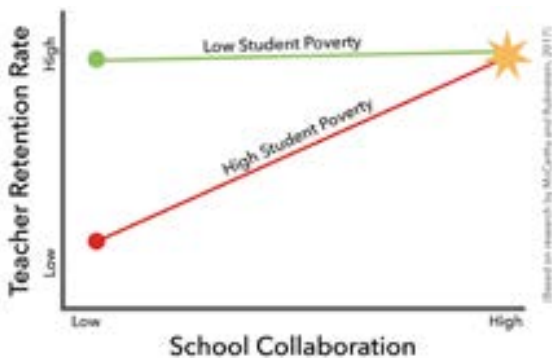
### MORE STUDENTS ACHIEVE

When there is greater collaboration in schools, more students perform at or above grade level standards.



**+4.5%**  
MATH

**+12.5%**  
ENGLISH  
LANGUAGE  
ARTS



### MORE TEACHERS STICK AROUND

When collaboration is low, teacher retention is 3.5x lower in high-poverty schools than in low-poverty schools. But, when collaboration is high, there is no statistical difference in teacher retention between high-poverty and low-poverty schools.

## COLLABORATION INCREASES EDUCATOR EMPOWERMENT



Improved goal alignment



Increased educator confidence



Association/union rep and principal seen as professional resources

## THE ROLE OF THE ASSOCIATION/UNION IS TRANSFORMED

COMMUNICATING ABOUT SCHOOL IMPROVEMENT

ENSURING EDUCATOR VOICE IN EDUCATION QUALITY

COMMUNICATING ABOUT GRIEVANCE ISSUES

ENSURING SHARED DECISION-MAKING

Building reps see their roles shift from primarily transactional, to more balanced and transformational roles.

In collaborative environments, the association/union's natural network facilitates sharing of innovative practices across schools and districts.



(Infographic based on research by McCarthy and Rubenstein, 2017)