



Designing and implementing effective teamwork assignments

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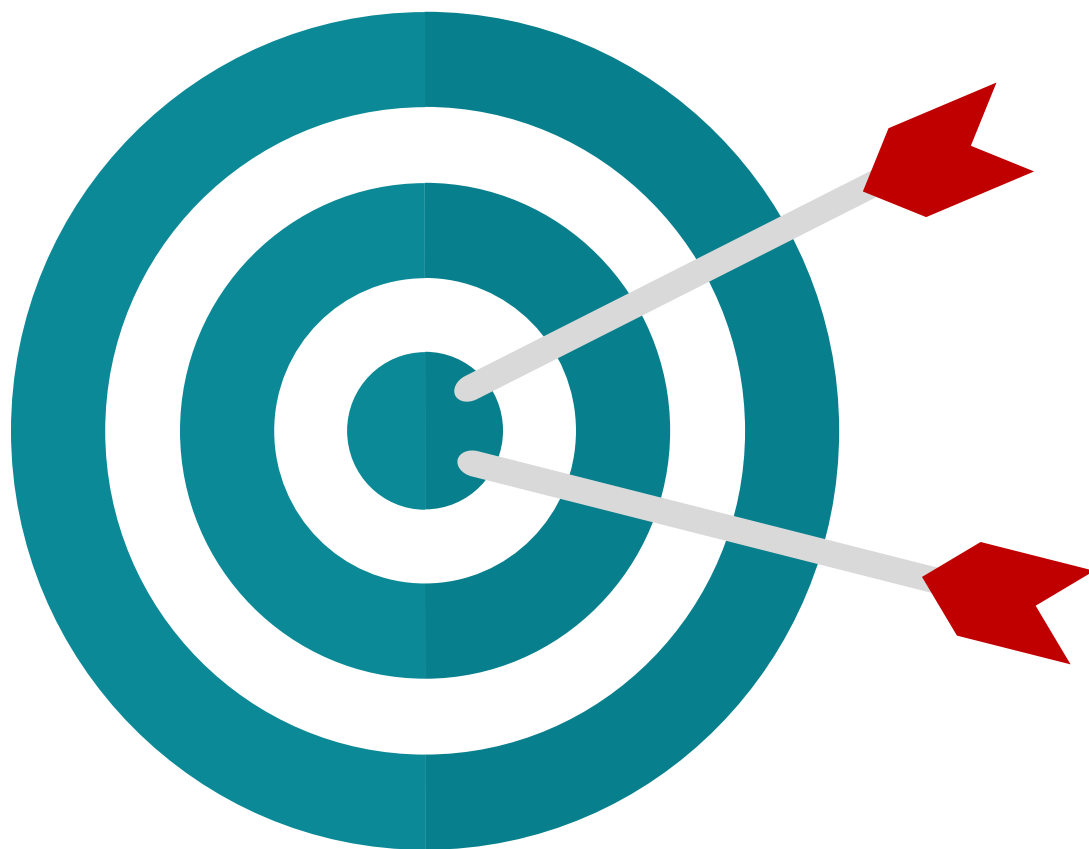


Land acknowledgment

McGill University is on land which has served and continues to serve as a site of meeting and exchange amongst Indigenous peoples, including the Haudenosaunee and Anishinaabeg nations. Teaching and Learning Services acknowledges and thanks the diverse Indigenous peoples whose footsteps mark this territory on which peoples of the world now gather. This land acknowledgement is shared as a starting point to provide context for further learning and action.



Outcomes



Describe key considerations when designing effective teamwork assignments

Implement FeedbackFruits to support peer assessment of teamwork

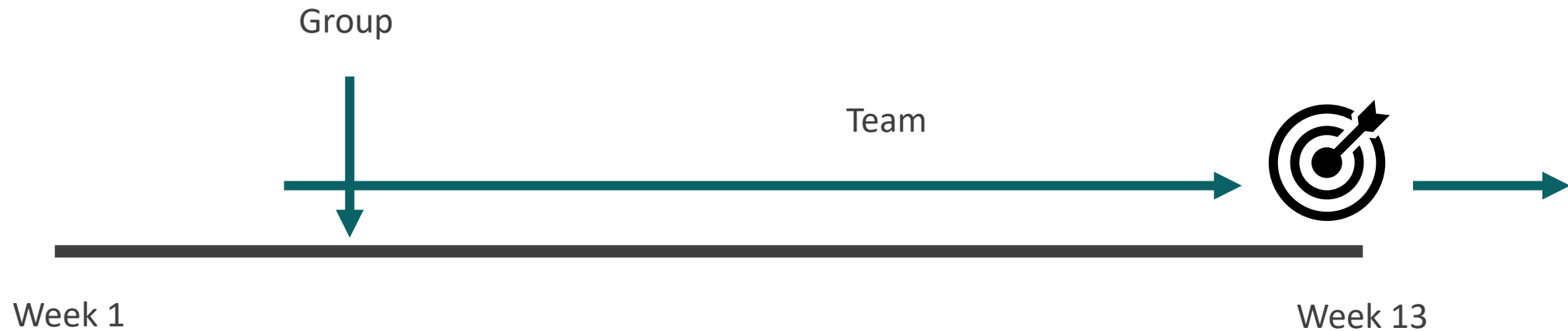


Chat question

Why do you want students to work together?



Group work / Teamwork: What's the difference?



“With a group, the whole is often equal to or less than the sum of its parts; with a team, the whole is always greater”
(Oakley, Felder, Brent & Elhadj, 2004).

Chat question

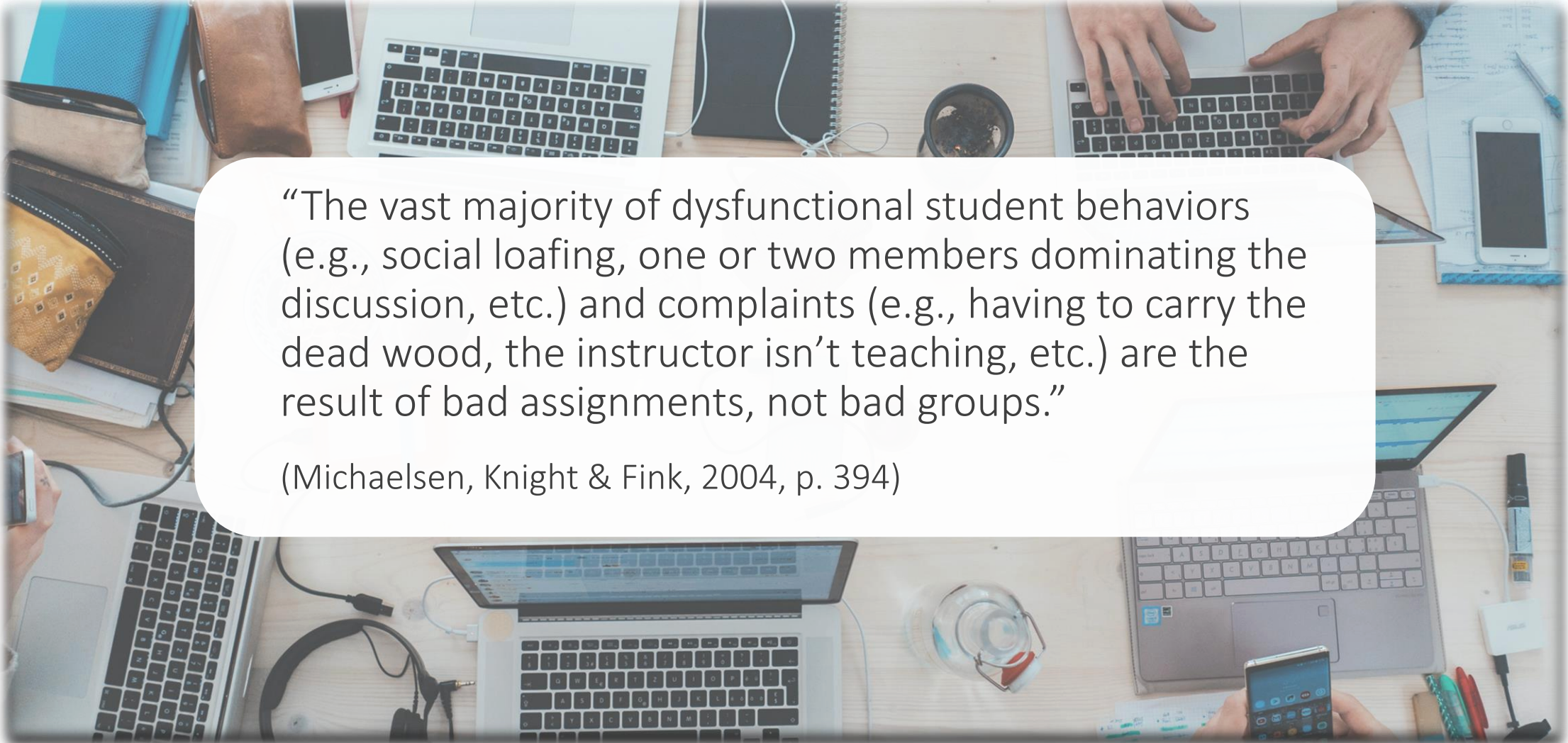
What can be challenging about teamwork?



Sculptor: Shalom Bloom



A challenge with teamwork



“The vast majority of dysfunctional student behaviors (e.g., social loafing, one or two members dominating the discussion, etc.) and complaints (e.g., having to carry the dead wood, the instructor isn’t teaching, etc.) are the result of bad assignments, not bad groups.”

(Michaelsen, Knight & Fink, 2004, p. 394)



Designing

Well-designed teamwork assignments ...



- Are linked to learning outcomes
- Are engaging



- Help students develop teamwork skills by promoting interaction and interdependence
- Build in checkpoints for individual and group accountability

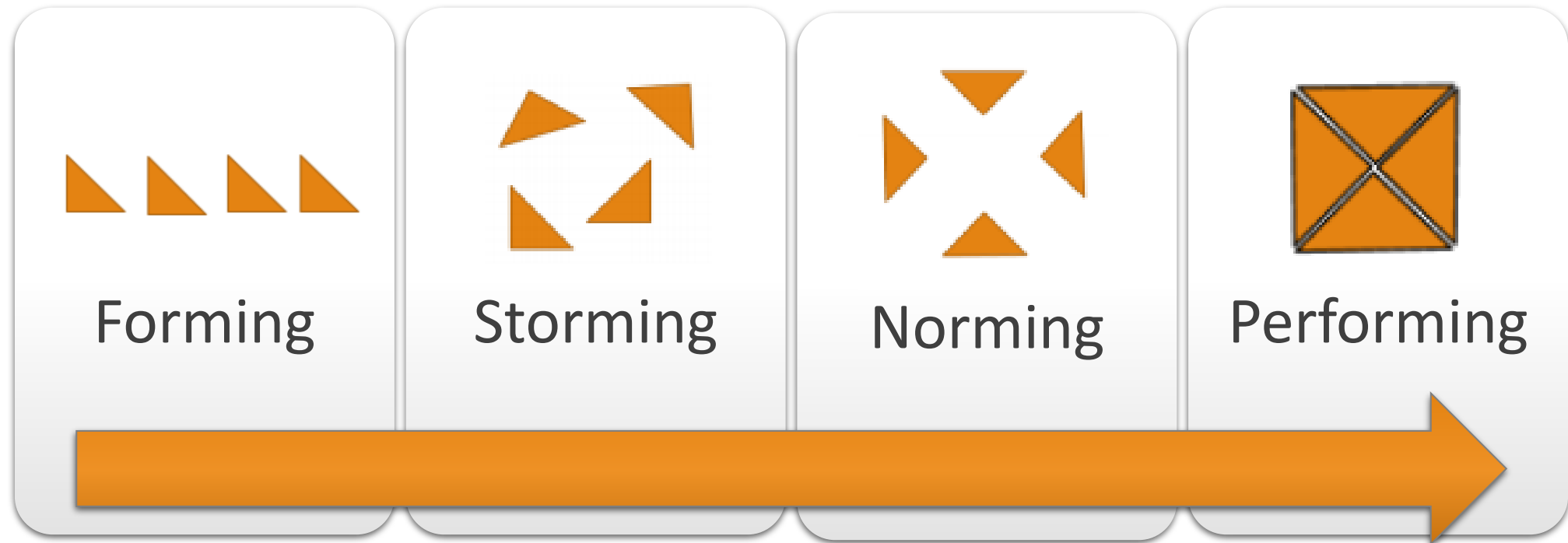


Provide students with opportunities for practice and feedback

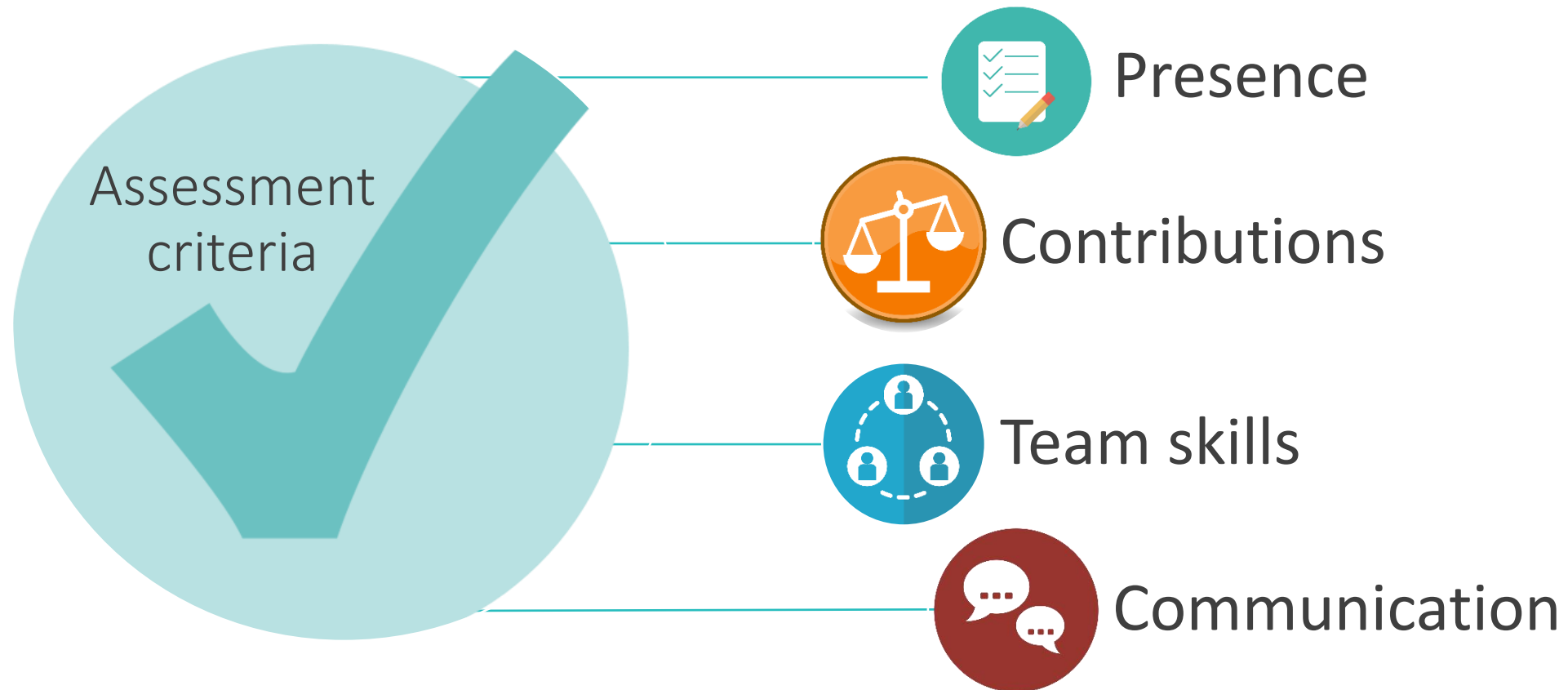


How can you foster effective teamwork?

Tuckman's (1965) framework



How can peer assessment (PA) be integrated into teamwork?



Implementing

Chat question

What McGill-approved technology tools for supporting student collaboration are you familiar with?



What tools can support collaborative work?



myCourses

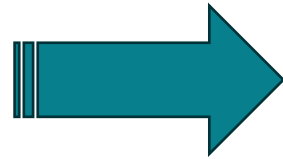


Microsoft Teams



MURAL

Peer assessment tool update



*Eduflow no longer available after Dec. 31, 2023

What technology can you use to support PA of teamwork?



Enable FeedbackFruits

- Send request to IT

Create groups in myCourses



Create your assignment

- Create **Group Member Evaluation** activity
- Set up feedback criteria rubric

Using FeedbackFruits for PA of teamwork



Student groups are formed in myCourses



Students access the assignment



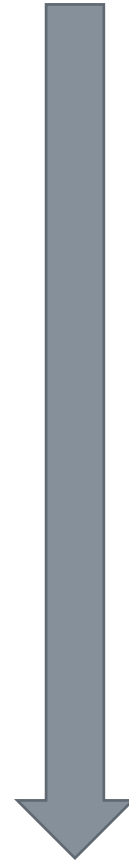
Students give feedback using rubric



Students read their feedback and give a feedback reflection



Instructors see an overview of the process and students' feedback



2 Give feedback to group members
90% of your grade

[REVIEW OVERVIEW](#)

Your review work

Reviews will be anonymous to your peer(s), but teachers always see who is who

MX Mariette Xenopoulos ✓ Review complete

[DOWNLOAD YOUR REVIEWS](#)

3 Read received feedback

[VIEW FEEDBACK >](#)

Your progress and grades

Your progress 83% ★ 10% grade available

Received feedback

Kind Gold Grapes 3 comments 1 unread



Designing a rubric for PA of teamwork

An example ...

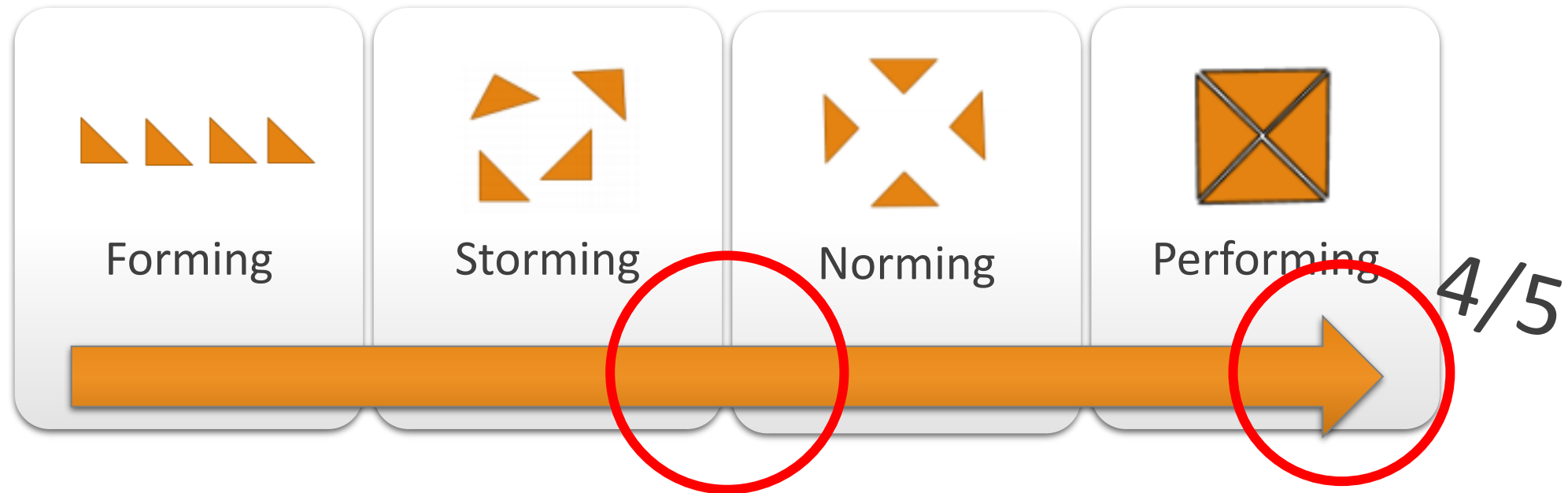


Criteria	
Rubric section	
The team member is respectful of scheduled meeting times (e.g., attends, is punctual, notifies beforehand of an absence).	<p>Needs impro... 1 point Adequate 2 points Outstanding 3 points</p> <p>Requirements for Outstanding (3 points)</p> <p>1 COMMENT 1 unread</p>
The team member prepares for team meetings.	<p>Needs impro... 1 point Adequate 2 points Outstanding 3 points</p> <p>Requirements for Outstanding (3 points)</p> <p>1 COMMENT 1 unread</p>
The team member listens respectfully to team members' ideas and opinions	<p>Needs impro... 1 point Adequate 2 points Outstanding 3 points</p> <p>Requirements for Outstanding (3 points)</p>

(Rubric: Barkley, Cross & Major, 2014, p. 110)
 More examples: Using Peer Assessment to Make Teamwork Work: A Resource Document for Instructors – Appendix A

Should PA count toward students' grade?

It depends ...



Well-designed teamwork assignments ...



Are linked to learning outcomes



Help students develop teamwork skills by promoting interaction and interdependence



Provide students with opportunities for practice and feedback



Chat question

What is one idea from today's session that you plan to explore further?



Next Steps



Register for upcoming sessions: www.mcgill.ca/tls/events



Access resources

www.mcgill.ca/teachingkb | teachingblog.mcgill.ca



Connect with colleagues



Book a consultation: www.mcgill.ca/tls/contact/consultations





Resources

[Add FeedbackFruits to myCourses](#)

[Create Peer Assessment Activities with FeedbackFruits](#)

[Peer assessment of contributions to teamwork](#)

McGill instructors have implemented PA of teamwork using Microsoft Office Forms:

- [Peer Assessment Within and Among Teams](#)
- [Peer Assessment as a Sustainable Feedback Practice](#)

References and supplementary reading

Barkley, E. F., Cross, K. P., & Major, C. H. (2014). [Collaborative learning techniques: A handbook for college faculty](#). John Wiley & Sons.

Horn, E. & Peloza, E. (2020, October 12). [Addressing common issues with online group work](#). *The Teaching Professor*.

Michaelsen, L. K., Knight, A. B., & Fink, L. D. (Eds.) (2004). *Team-based learning: A transformative use of small groups in college teaching*. Stylus Publishing.

Oakley, B., Felder, R. M., Brent, R., & Elhadj, I. (2004). [Turning student groups into effective teams](#). *Journal of Student Centered Learning*, 2(1), 9-34.

Suskie, L. (2018, October 27). [Grading group work](#). *A Common Sense Approach to Assessment in Higher Education*.