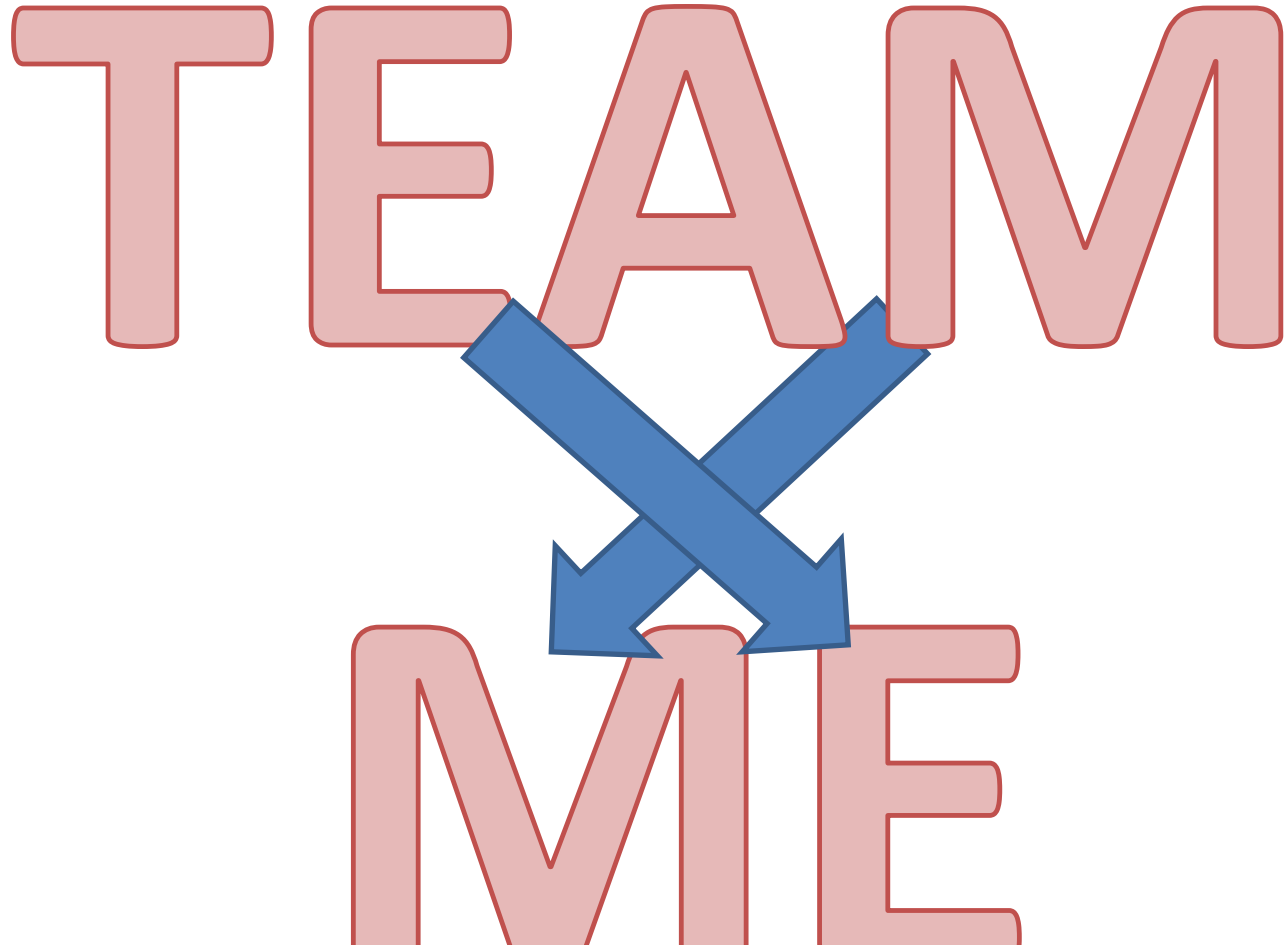


# Individual accountability in Collaborative Learning: Finding the “me” in “TEAM.”

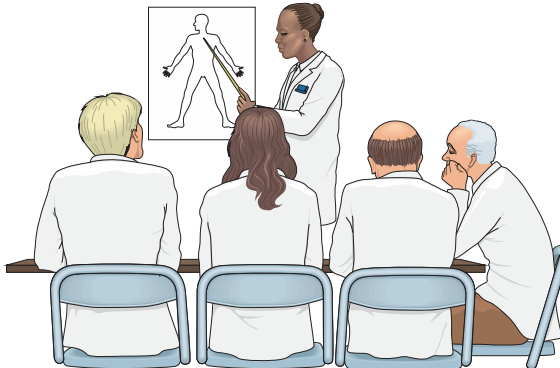
Jorge E. Gatica  
Paul B. Golter  
Richard E. Eitel  
Steve M. Yalisove



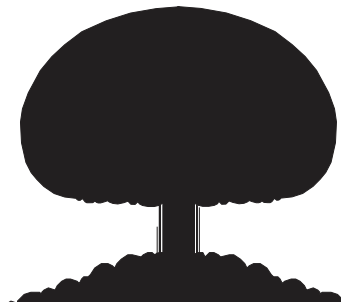
# Individual accountability can be ensured by a combination of individual assessment and peer monitoring/reporting.



**Assessment of individual competence in all areas.**



**Peer reporting of team effectiveness**



**Options for extreme dysfunction**

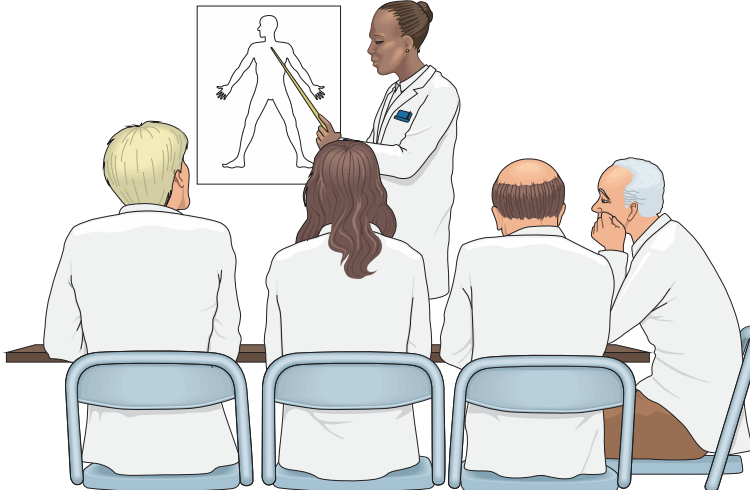
**Each team member should be held accountable for demonstrating competency with regard to each expected learning outcome.**

**Individual performance:**

- **Individual Tests/Quizzes**
- **Minimum Individual performance mandate for inclusion of grades from group work**



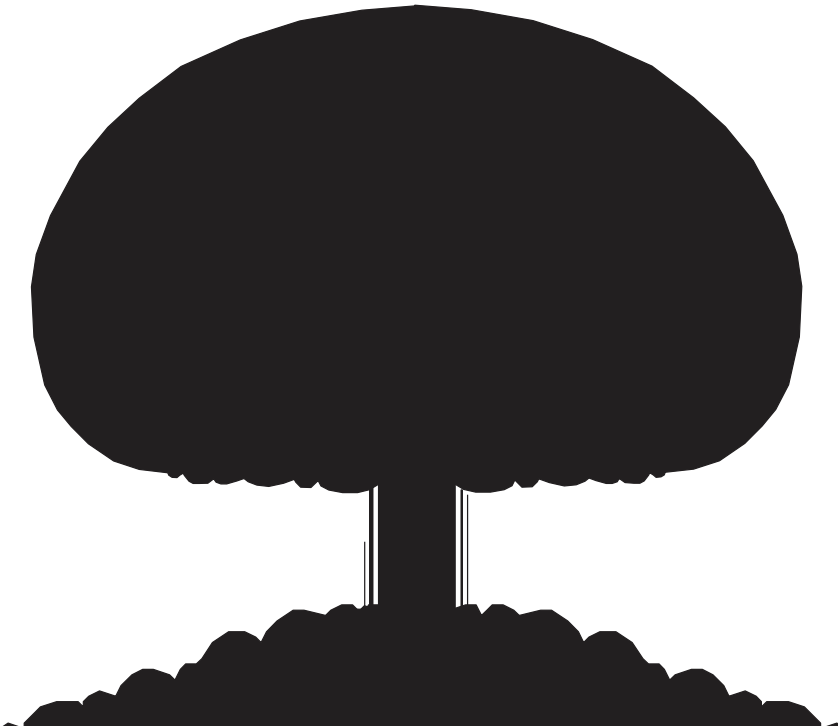
# Peer reporting and assessment place the responsibility for ensuring individual accountability at the team level.



## Peer Reporting:

- **Appoint a process monitor**
- **List only contributors on group work**
- **Implement a peer rating system (eg CATME)**
  - **System needs to promote cooperation, not competition.**

**Provide options in the event the above approaches prove ineffective.**



**Nuclear Option (following notice):**

- Allow team members to quit
- Allow firing of team members
  
- Can be an opportunity to build team-working skills