

# STRONG TEAM MAPS

## TEAMWORK THAT WORKS

FORMING AGILE STUDENT TEAMS



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# Agile Student Teams

Collaboration is like a muscle—it strengthens with regular use. Regular opportunities to work together help students develop essential skills like embracing diverse perspectives, managing disagreements, making group decisions, and leveraging everyone's unique strengths. Research shows that cognitively diverse teams are better equipped to solve complex adaptive challenges by combining varied perspectives and abilities. There are four key attributes of agile student teams:



## Multi-Strengths

Teams are formed by ensuring a mix of strengths, with each member contributing something unique to the group. This combination of abilities allows teams to tackle challenges effectively, drawing on complementary skills and perspectives. The process also fosters mutual respect as students learn to value their teammates' contributions, helping to create a positive and supportive classroom culture.



## Cognitively Diverse

Cognitive diversity brings together different ways of thinking, learning, and solving problems. Research shows that teams with diverse cognitive perspectives are better at addressing complex, adaptive challenges by generating innovative ideas and making well-rounded decisions. By valuing these differences, teams can more effectively tackle tasks that require creative and strategic approaches.



## Small Teams

Small teams, typically consisting of 3–5 students, provide a balance between diversity and manageability. They allow for enough cognitive diversity and a mix of strengths and abilities while avoiding excessive coordination and communication overhead. This size ensures that every voice is heard, reduces the chances of conflict, and fosters meaningful participation and trust among team members.



## Long-Lived Teams

Consistent team membership builds trust and stability, which are critical for effective collaboration. By solving problems and achieving goals together over time, teams strengthen their bonds with each iteration. Unlike rotating or temporary memberships, where bonds are weakly formed, stable teams develop resilience, mutual accountability, and a deeper sense of connection.

# VIA Strengths Assessment

We've explored how diverse, stable teams can boost collaboration and inclusivity. The next question is how to identify and leverage each student's unique qualities. That's where VIA Character Strengths come in. By highlighting specific strengths for every learner, educators can form well-rounded teams with purpose and precision—ensuring all talents are valued and every student contributes meaningfully.

## Why We Chose VIA Strengths for Students

- **Research-Backed:** The VIA survey is grounded in positive psychology and validated across age groups.
- **Student-Friendly:** Suitable even for younger learners, providing affirming insights.
- **Free and Accessible:** A no-cost, equitable strengths assessment for all schools at [viacharacter.org](https://viacharacter.org).

*Have students complete the VIA Survey beforehand. Each student brings their Character Strengths Report to class, which lists their top strengths.*

The VIA framework outlines 24 strengths under six Virtue Categories:

Virtue Category	Description	Associated Strengths
Wisdom	Ways we learn and use knowledge	<i>Creativity, Curiosity, Judgment, Love of Learning, Perspective</i>
Courage	Pushing forward to reach goals despite fears or challenges	<i>Bravery, Perseverance, Honesty, Zest</i>
Justice	Helping the whole group/class/community function better.	<i>Teamwork, Fairness, Leadership</i>
Temperance	Knowing when enough is enough; staying balanced.	<i>Forgiveness, Humility, Prudence, Self-Regulation</i>
Humanity	Showing kindness, love, and empathy toward others	<i>Love, Kindness, Social Intelligence</i>
Transcendence	Connecting to a bigger purpose or meaning in life	<i>Appreciation of Beauty &amp; Excellence, Gratitude, Hope, Humor, Spirituality</i>



# Strong Team Maps

Once students have identified their top strengths, The Strong Team Map helps educators form multi-strength, agile teams in an organized and engaging way.

The Strong Team Map activity empowers educators to create diverse, collaborative student teams by emphasizing the strengths of every individual. This guide provides an evidence-based approach to forming "multi-strength" teams that foster inclusivity, collaboration, and mutual respect. By leveraging student strengths, this activity ensures that each team is well-rounded and capable of achieving more together.



## Student Learning Outcomes

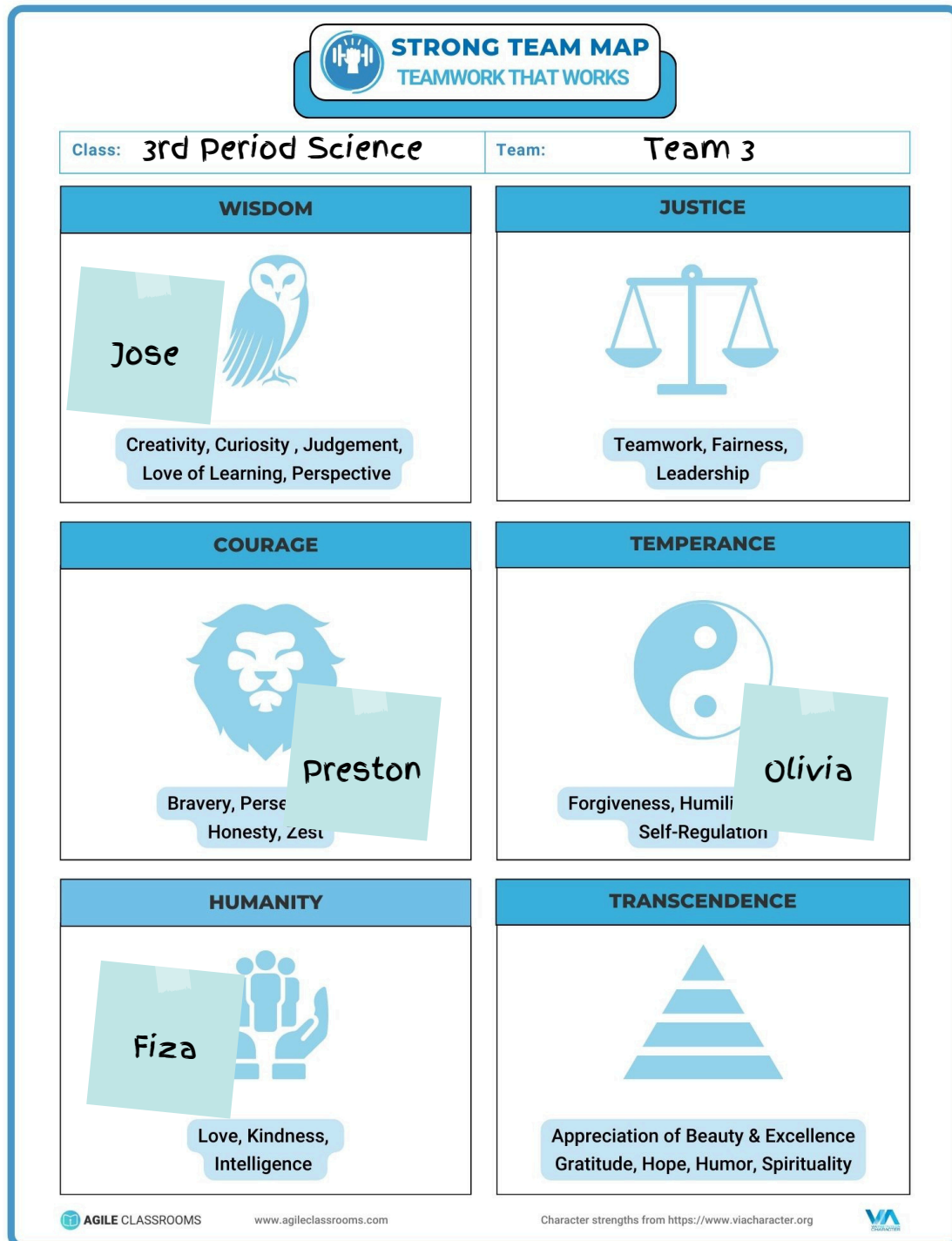
By engaging in the Strong Team Map activity, students will:

1. Identify and articulate their individual character strengths.
2. Develop a deeper understanding and appreciation of their peers' diverse abilities.
3. Strengthen their teamwork and collaboration skills through intentional team formation.
4. Build confidence by contributing to environments that celebrate and utilize their unique strengths.

The Strong Team Map helps educators determine team membership by identifying and organizing students' strengths. This activity guides students in recognizing their individual strengths and understanding how these can contribute to well-rounded, collaborative groups. By leveraging each member's unique talents, the Strong Team Map ensures that teams are equipped to handle a wide range of challenges while fostering inclusivity, respect, and mutual accountability.

# Strong Team Map Example

Below is an example of Strong Team Map. Each box corresponds to one of the six VIA Virtue Categories. Notice that each student is placed in a different virtue category, ensuring the team is multi-strength and well-rounded. By visually mapping each student's top strength, educators can quickly see the balance of strengths represented—equipping the team to tackle challenges collaboratively and draw on diverse perspectives.



# Preparation

Ensuring a smooth and productive Strong Team Map session requires proper planning. Below is a quick checklist to help you get set up:

- ☐ **Confirm VIA Surveys Are Complete:** Each student should have taken the free VIA Character Survey at [viacharacter.org](http://viacharacter.org) and obtained their Character Strengths Report.
- ☐ **Gather Materials:**
  - Sticky notes (3–5 per student)
  - Markers or pens
- ☐ **Printable Resources (see end of this guide):**
  - Strong Team Map (one per team)
  - Reflection Questions Handout
  - Strong Team Roster
- ☐ **Digital Resources (optional)**
  - Strong Team Roster <https://go.agileclassrooms.com/Strong-Team-Roster>
  - Class Strengths Overview <https://go.agileclassrooms.com/Class-Strengths-Overview>



# Procedure

Below are three variations for implementing the Strong Team Map in your classroom—**Student Formed** (high student involvement and a surprise reveal), **Teacher-Formed** (a quicker, more direct approach), and **AI-Assisted** (e.g., ChatGPT, Gemini, for automated grouping).

## 6.1 OPTION 1: STUDENT FORMED/BLIND AUDITIONS

### What It Is

Students anonymously place their #1 VIA Strength sticky notes on a shared map, and you randomly select them to form teams.

### Key Benefits

- **High Student Involvement:** Adds an element of surprise as students discover which team they belong to when names are revealed.
- **Reduces Cliques and Personal Bias:** Anonymity ensures students are grouped by strengths, not social preferences.

### Student Strengths

- ☐ Each student receives 3 sticky notes—one for each of their top 3 VIA strengths.
- ☐ On the front of each note, they write the strength and the matching VIA Virtue Category.
- ☐ On the back (the adhesive side), they write their name, keeping it hidden.

### Blind Team Formation

- ☐ Print enough Team Maps to for the number of teams you plan to create.
- ☐ For each team, select sticky notes from different Virtue Categories to ensure a balanced mix of strengths, aiming for teams of 3–5 students.
- ☐ Place the sticky notes with the strength side facing forward and the student's name hidden on the back until you have enough team members.

### Reveal Teams and Reflect

- ☐ Flip over the sticky notes to reveal each student name that is part of the team.
- ☐ Have students use the reflection questions in the printable resources.
- ☐ Optionally, update the Strong Team Roster in the printable resources in this guide. There is also a Google Sheet template you can copy at <https://go.agileclassrooms.com/Strong-Team-Roster>.

## 6.2 OPTION 2: TEACHER FORMED TEAMS

### What It Is

The teacher collect each student's top strengths and manually assemble teams with a balanced mix of VIA categories.

### Key Benefits

- **Faster approach:** Great when class time is limited and you need quick, direct placement. One does sacrifice student agency compared to the first option. .
- **Holistic Team Composition:** Teachers can ensure an optimal mix of strengths while also factoring in complementary characteristics like personality, shared interests, or student dynamics. This method helps foster stronger collaboration and reduces potential friction within teams.

### Review Student Strengths Reports

- ☐ Collect each student's top 3 VIA strengths (from their Character Strengths Report)
- ☐ Get the Student Team Roster from the Printable Resources.

### Strong Student Team Formation

- ☐ Ensure each team has representation across multiple VIA Categories, typically grouping 3–5 students per team.
- ☐ Update the Strong Team Roster in the printable resources in this guide. There is a also Google Sheet template you can copy at <https://go.agileclassrooms.com/Strong-Team-Roster> .

### Reveal Teams and Reflect

- ☐ Share the completed team roster with your class.
- ☐ Emphasize how deliberate, strengths-based grouping fosters collaboration and mutual respect.
- ☐ Encourage students to reflect on personal and team strengths using the printable reflection questions included at the end of this guide.



## 6.3 OPTION 3: AI ASSISTED

### What It Is

The teacher compiles students' top strengths in a spreadsheet or document, then use an AI tool, such as ChatGPT, Gemini, or Anthropic, to form diverse, multi-strength teams.

### Key Benefits

- **Speed and Scalability:** Quickly generate balanced teams, saving time and effort.

#### Collect Student VIA Strengths Reports

- ☐ Collect VIA Character Strengths reports from all students. Locate the following information in each report:
  - **Top Strengths** can be found in the "**YOUR SIGNATURE STRENGTHS**" and **Top Virtues** are found in "**YOUR VIA CHARACTER STRENGTHS PROFILE SPOTLIGHT**" section.

#### Organize Data

- ☐ Input the data into a table or spreadsheet in the following format:  
*Name | Strength 1 (Virtue Category) | Strength 2 (Category) | Strength 3 (Category)*

Name	Strength 1 (Virtue Category)	Strength 2 (Virtue Category)	Strength 3 (Virtue Category)
Alice (example)	Love (Humanity)	Kindness (Humanity)	Social Intelligence (Humanity)
[Student Name 1]	[Strength 1] (Virtue)	[Strength 2] (Virtue)	[Strength 3] (Virtue)
[Student Name 2]	[Strength 1] (Virtue)	[Strength 2] (Virtue)	[Strength 3] (Virtue)

- ☐ You can use this Google Sheet template, copy the template and input your students' data directly.:<https://go.agileclassrooms.com/Class-Strengths-Overview>.

#### Input to AI/LLM App

- ☐ Paste the data into the LLM tool or upload it.
- ☐ Enter this prompt:

"Using the provided VIA Character Strengths data, form teams of [X students]. Each team should include at least one member representing each of the six VIA Virtue Categories: Wisdom, Courage, Justice, Temperance, Humanity, and Transcendence. Use secondary or tertiary strengths if needed to avoid duplicate categories in one team. Provide the results in the following table format:

Team Name   Team Members   Wisdom   Justice   Courage   Temperance
Humanity   Transcendence   "

- ☐ Review the AI-generated teams and make adjustments as needed to align with social dynamics or other classroom considerations.
- ☐ Optionally, update the Strong Team Roster in the printable resources in this guide. There is a also Google Sheet template you can copy at <https://go.agileclassrooms.com/Strong-Team-Roster>.

# Actualizing Standards

The Strong Team Maps activity supports the development of both 21st-century skills and social-emotional learning (SEL) competencies. It aligns with key frameworks, including CASEL<sup>1</sup>, ISTE Standards<sup>2</sup> for Students, and P21 Framework for 21st Century Skills<sup>3</sup>, making abstract skills like empathy, collaboration, and communication actionable in the classroom.

## 7.1 CASEL COMPETENCIES

Strong Team Maps fosters students' social and emotional growth by developing the competencies defined by the Collaborative for Academic, Social, and Emotional Learning (CASEL).

Competency	Competency Description	Strong Team Map Alignment
<b>Self-Awareness</b>	Recognizing one's emotions, values, strengths, and limitations.	<i>Students identify and articulate their unique strengths, fostering confidence, agency, and self-awareness.</i>
<b>Social Awareness</b>	Showing understanding and empathy for others, including those from diverse backgrounds and cultures.	<i>The activity encourages appreciation for peers' strengths, building empathy and mutual respect.</i>
<b>Relationship Skills</b>	Establishing and maintaining healthy relationships through effective communication, listening, and teamwork.	<i>By knowing each team member's strengths, students grow respect for one another and learn to value their unique contributions. This builds inclusivity and stronger collaborative relationships.</i>
<b>Self-Management</b>	Successfully regulating emotions, thoughts, and behaviors in different situations. Includes managing stress, controlling impulses, and setting and working toward goals.	<i>By understanding their own strengths, they can set achievable goals and practice self-discipline in collaborative settings. Strong Team Maps can assist students in self-managing their own team formations.</i>
<b>Responsible Decision-Making</b>	Making ethical, constructive choices about personal and social behavior.	<i>Students to think beyond personality and use an objective assessment of strengths. This approach encourages prioritizing complementary skills and abilities over subjective factors like friendship.</i>

## 7.2 P21 AND ISTE STANDARDS

Strong Team Maps also cultivates key 21st-century skills and digital citizenship. It aligns with the P21 Framework for 21st Century Learning and the ISTE Standards for Students, encouraging collaboration, adaptability, and ethical technology use.

Competency	Competency Description	Strong Team Maps Alignment
<b>ISTE 7a: Global Collaborator</b>	Students use digital tools to connect with learners from various backgrounds and cultures, engaging with diverse perspectives to enhance learning.	<i>Students connect with peers using digital tools like Miro or FigJam to form and strengthen teams.</i>
<b>ISTE 2b: Digital Citizen</b>	Students engage in positive, safe, and ethical digital behavior.	<i>Awareness of peer strengths grows respect which encourages respectful communication and ethical collaboration in online team activities.</i>
<b>P21: Collaboration</b>	Working effectively with diverse teams, showing flexibility, and sharing responsibility.	<i>Helps students practice teamwork by balancing and utilizing individual strengths within their teams.</i>
<b>P21: Social and Cross-Cultural Skills</b>	Interacting effectively with others in diverse teams, respecting cultural differences, and working effectively in various social and cultural contexts.	<i>Builds cultural competence and mutual respect by valuing diversity in team formation.</i>
<b>P21: Communication</b>	Articulating thoughts and ideas effectively using oral, written, and nonverbal communication skills in various forms and contexts.	<i>By understanding their own strengths and those of their teammates, students can tailor their communication styles to suit each individual. This approach fosters mutual understanding, effective collaboration, and stronger team dynamics.</i>
<b>P21: Flexibility and Adaptability</b>	Adapting to varied roles and responsibilities, working effectively in a climate of ambiguity and changing priorities.	<i>By knowing their own strengths and those of others, students can adapt to and be resilient in the face of change, leveraging the team's diverse strengths for support and effective collaboration.</i>
<b>P21: Initiative and Self-Direction</b>	Monitoring one's own understanding and learning needs, and demonstrating initiative to advance skill levels towards a goal.	<i>Strength awareness builds student agency and confidence, enabling them to take initiative and make informed decisions in collaborative settings.</i>



### 7.3 IB LEARNER PROFILE/ATL

Strong Team Maps also cultivate key 21st-century skills and digital citizenship. They align with the IB Learner Profile and ATL Skills, helping students develop critical thinking, communication, and collaboration competencies.

IB ATL/LP	Description	Strong Team Maps Alignment
<b>ATL: Social Skills</b>	Collaboration, listening actively, and working effectively with others.	<i>Promotes active engagement and collaborative dynamics within teams by recognizing and leveraging individual strengths.</i>
<b>ATL: Self-Management Skills</b>	Goal-setting, organizational skills, and managing emotions.	<i>Students use strengths awareness to set goals, manage tasks effectively, and build resilience in teams.</i>
<b>LP: Caring</b>	Show empathy, compassion, and respect toward others	<i>Students develop respect and empathy by recognizing and valuing their peers' strengths, building a supportive and inclusive team environment.</i>
<b>LP: Open-Minded</b>	Appreciate and respect different perspectives.	<i>Learning about their teammates' strengths encourages students to value diverse perspectives and skills, enhancing collaboration.</i>
<b>LP: Reflective</b>	Thoughtfully consider their own learning and experiences.	<i>Encourages students to reflect on their strengths and contributions to team success, fostering self-awareness and continuous improvement.</i>

# Evidence-Based Foundations

The Strong Team Maps activity is grounded in evidence-based practices that emphasize perspective-taking, social bonding, and emotional safety in collaborative settings. Theories like Self-Determination and Social Interdependence highlight how connection and interdependence foster trust and teamwork, supporting empathy, communication, and collaboration.

Theory/Research	Key Concepts	Strong Team Maps Alignment
<b>Strengths-Based Education<sup>4</sup></b>	Recognizing and applying individual strengths fosters confidence, enhances self-awareness, and promotes effective collaboration.	<i>Students identify their unique strengths through tools like the VIA survey, boosting confidence. This process helps them see their personal value in team settings.</i>
<b>Cognitive Diversity (Roth &amp; Roychoudhury, 1993)</b>	Teams with diverse cognitive perspectives generate innovative solutions and tackle complex problems more effectively.	<i>Complementary strengths in teams allow students to combine varied ways of thinking, enhancing creativity and problem-solving.</i>
<b>Self-Determination Theory<sup>7</sup></b>	Autonomy, competence, and relatedness drive intrinsic motivation, increasing engagement and persistence in tasks.	<i>By reflecting on their strengths and understanding how they complement others, students feel competent and connected, leading to greater engagement in team activities.</i>
<b>Vygotsky's Zone of Proximal Development<sup>8</sup></b>	Collaborative learning occurs when peers support each other just beyond their current abilities, enabling growth in skills like communication and empathy.	<i>Students build social-emotional skills—like active listening and perspective-taking—through structured, collaborative interviews that foster interpersonal growth.</i>
<b>Social Interdependence Theory<sup>9</sup></b>	Positive interdependence strengthens cooperation by linking individual success to group success.	<i>The activity emphasizes shared understanding and accountability within teams, encouraging students to view their success as tied to their peers.</i>
<b>Psychological Safety<sup>10</sup></b>	A safe environment enables individuals to share ideas and feelings without fear of judgment, promoting open collaboration.	<i>The Strong Team Maps fosters a safe space for students to share experiences, building trust and strengthening team dynamics.</i>

# References

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## 10

# Printable & Digital Resources

This section includes the materials necessary for implementing the Strong Team Maps activity. Some resources are designed for printing and hands-on use in the classroom, while others are provided in digital form for easy sharing or online collaboration.

### PRINTABLE RESOURCES

1. **Blank Strong Team Maps Template:** This template is used during the interview process to document a peer's responses, including their strengths, values, goals, and areas where they may need help.
2. **Strong Team Roster:** A guide containing sample questions for students to ask their peers during the interview process. This resource supports active listening and meaningful conversations.
3. **Reflection Questions Handout:** A collection of questions to guide class discussions and reflections after the Strong Team Maps activity, helping students understand the value of empathy and collaboration.

### DIGITAL RESOURCES

1. **Google Sheet Templates Handout:** Digital templates
  - a. **Strong Team Roster:** <https://go.agileclassrooms.com/Strong-Team-Roster>
  - b. **Class Strengths Overview:** <https://go.agileclassrooms.com/Class-Strengths-Overview>
2. **Via Strengths Assessment:** <https://www.viacharacter.org/account/register>



## STRONG TEAM MAP

TEAMWORK THAT WORKS

Class:

Team:

### WISDOM



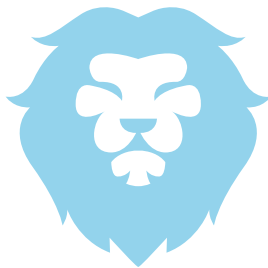
Creativity, Curiosity, Judgement,  
Love of Learning, Perspective

### JUSTICE



Teamwork, Fairness,  
Leadership

### COURAGE



Bravery, Perseverance,  
Honesty, Zest

### TEMPERANCE



Forgiveness, Humility, Prudence  
Self-Regulation

### HUMANITY



Love, Kindness,  
Intelligence

### TRANSCENDENCE



Appreciation of Beauty & Excellence  
Gratitude, Hope, Humor, Spirituality



## STRONG TEAM MAP

TEAMWORK THAT WORKS



### STRONG TEAM ROSTER



Class:

Project/Notes:

TEAM NAME	TEAM MEMBERS	WISDOM	JUSTICE	COURAGE	TEMPERANCE	JUSTICE	WISDOM



## STRONG TEAM MAP

TEAMWORK THAT WORKS



### REFLECTION



Name:

Date:

### Purpose

This handout helps you and your team think about your unique strengths and how they can work together to solve big challenges. By understanding and appreciating what each person is good at, you can build stronger, more helpful teams that work well together.

### Personal Strengths

1. What are your top three strengths? How have they helped you overcome challenges?
2. Which of your strengths makes you the most proud, and why?

### Team Strengths

1. What strengths do you admire in your teammates?
2. How do your teammates' strengths support or complement your own?

### Collaboration

1. How do your strengths help you contribute to your team's success?
2. What strengths can you build on to collaborate more effectively?

### Future Goals

1. What is one strength you'd like to develop more?
2. Who on your team or in your class can help you develop that strength?



# Further Learning and Final Thoughts

## Want To Learn More?

Elevate your teaching practice with our immersive workshop designed for educators ready to integrate Agile methodologies into their classrooms. Gain hands-on experience and personalized coaching to implement Agile strategies effectively.

- **Explore Workshops:** <https://learn.agileclassrooms.com/act>
- **Access K12 Resources:** <https://learn.agileclassrooms.com/resources-agile-edu>





## Thank You Dear Educator,

I'm thrilled to see you embracing Agile learning in your classroom. As the founder of Agile Classrooms, I've witnessed the transformative impact of these practices on student engagement and learning. By fostering a culture of collaboration, adaptability, and continuous improvement, you're empowering your students to thrive in an ever-changing world.

Remember, Agile Classrooms is a flexible framework designed to adapt to your unique context. Don't hesitate to experiment and innovate as you embark on this journey.

Thank you for your dedication to education. Together, we're shaping the future one Agile classroom at a time.

Warm regards,



AGILE CLASSROOMS

**JOHN MILLER**

CHIEF EMPOWERMENT OFFICER

[hello@agileclassrooms.com](mailto:hello@agileclassrooms.com)

[www.agileclassrooms.com](http://www.agileclassrooms.com)

## ABOUT THIS GUIDE

This guide is a resource to inspire and support your teaching practice. Feel free to use it as is, modify it, or adapt parts to suit your classroom needs.

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