

with novel and innovative ways to meet student needs. Education is seen as a dynamic and flexible process constantly attuned to the needs of the learners. The adhocratic school has a problem-solving focus, involving collaboration among a number of professionals who pool their skills as peers in the group. In this system, teachers have the freedom to problem solve without fear of criticism. They can also develop confidence that the system is flexible enough to allow innovative solutions to be implemented. In addition, the range of feasible solutions is greatly increased.

We have found teacher collaboration in the form of peer problem-solving teams helpful as we work to integrate students with disabilities into regular classrooms in our schools. The process provides a way to help teachers develop strategies to instruct students who do not easily fit the standard curriculum or instructional assumptions. Peer problem-solving teams have helped us promote the goals of inclusionary schooling. A commitment to collaboration is needed to create schools where mutual support in solving problems prevails.

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