



# **PLCs at Work**

## **Essential Questions**

What do we want our PLCs to look like?

How will we know when our PLCs are high functioning?

What will we do if they are not?

What will we do if they are?



## **DIRECTIONS:**

**Assess your school on the three big ideas of PLCs.**

1. Take a few minutes to **celebrate** how far you've come in your implementation of high performing teams and the development of a school-wide culture of collaboration.
2. Building on your strengths, **create an action plan** to address challenging areas.
3. Use the spreadsheet, available in the PLCs 2015 google folder, to record your action steps.  
Link: <http://bitly.com/colonialplc>
4. Use *Learning by Doing* by DuFour, DuFour, Eaker & Many to guide your assessment of your current state of PLCs and your development of action steps for continuous improvement.

### **BIG IDEA #1 –ALL STUDENTS LEARN**

*We acknowledge that the fundamental purpose of our school is to help all students achieve high levels of learning, and therefore, we work collaboratively to clarify what students must learn and how we will monitor each student's learning, as well as provide students with systematic interventions when they struggle and enrichment when they are proficient.*

**What process is in place in your school to ensure teachers are collaborating on clarifying essential learning, monitoring student learning, and responding to students who are not learning?** [See side 2 for more in-depth discussion]

**Action Plan for Continuous Improvement:**

1. **What steps or activities must be initiated or enhanced to ensure teachers are focused on the right elements of student learning?**
2. **Who will be responsible for each action step?**
3. **What is a realistic timeline for each action step?**
4. **How will you assess the effectiveness of each action step?**

### **BIG IDEA #2 –CULTURE OF COLLABORATION**

*We are committed to working together to achieve our collective purpose of learning for all students. We cultivate a collaborative culture through the development of high-performing teams.*

**What process is in place in your school to promote a collaborative culture?**

**Action Plan for Continuous Improvement:**

1. **What steps or activities must be initiated or enhanced to cultivate a culture of collaboration and high-performing teams?**
2. **Who will be responsible for each action step?**
3. **What is a realistic timeline for each action step?**
4. **How will you assess the effectiveness of each action step?**

### **BIG IDEA #3 – FOCUS ON RESULTS**

*We assess our effectiveness on the basis of results rather than intentions.*

**What process is in place in your school to create/sustain a results-oriented community?**

**Action Plan for Continuous Improvement:**

1. **What steps or activities must be initiated or enhanced to create/sustain results-oriented PLCs?**
2. **Who will be responsible for each action step?**
3. **What is a realistic timeline for each action step?**
4. **How will you assess the effectiveness of each action step?**



**Big Idea #1 Extended: In the following chart identify what your PLCs are doing to address each of the 4 Questions. Add action steps to your plan to address areas that can be improved.**

<b>What do we want our students to learn?</b>	<b>How will we know when they have learned it?</b>
<b>How will we respond when they don't learn?</b>	<b>How will we respond when they already know it?</b>