

Demystifying Professional Learning Communities



PLC
ASSOCIATES

PLC Associates

- ❖ D'Ette F. Cowan
- ❖ Jane B. Huffman
- ❖ Dianne F. Olivier

<https://www.plcassociates.org>

Demystifying Professional Learning Communities

Module I: A Systems Approach For Student Success

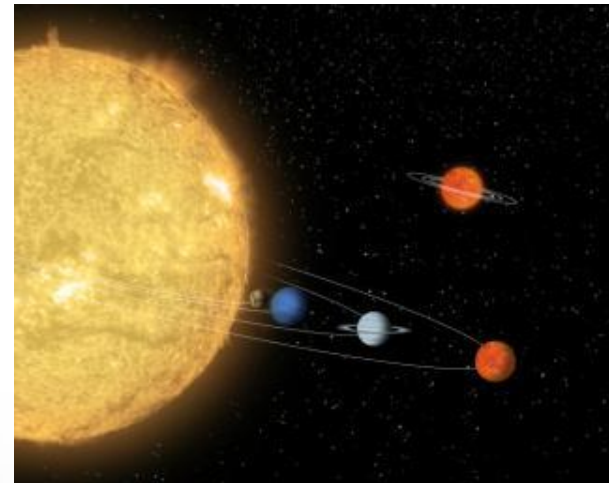
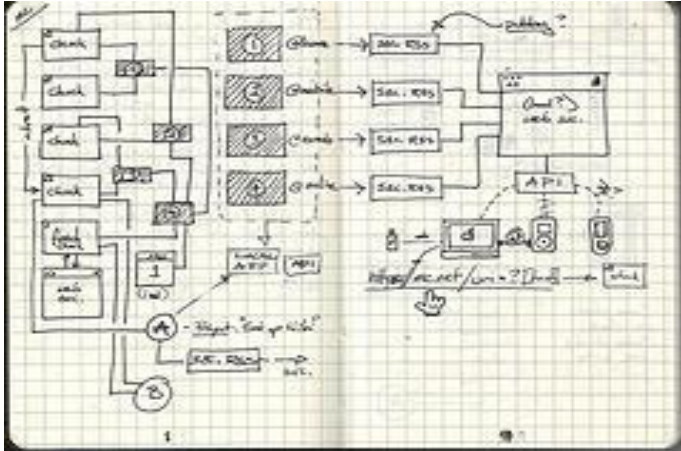


PLC
ASSOCIATES

Module I provides information on...

- ▶ Reasons educational change has failed in the past
- ▶ Systemic change in educational organizations: what it is and isn't
- ▶ The overall purpose of systemic change

The best representation of a system is...



because...

Historical Perspective: Fix the Parts



Transfer innovations

- purchasing a new reading or math program
- working only on curriculum, or instruction, or assessment

(Sashkin & Egermeier, 1993)

Historical Perspective: Fix the People

Improve teacher/administrator knowledge and skills

- ▶ pre-service/in-service training
- ▶ sending teachers to training events
- ▶ “one-shot” workshops

(Sashkin & Egermeier, 1993)



Historical Perspective: Fix the School

Apply organizational development approaches to schools only

- ▶ implementing strategic planning process
- ▶ new school reform models
(Sashkin & Egermeier, 1993)



Approach Informed by Research: Fix the System

Integrated and interrelated improvement of the **parts**, the **people**, and the **organization**

(Jenlink, Reigeluth, Carr, & Nelson, 1996)



PLC
ASSOCIATES

Approach Informed by Research: Fix the System

Interrelationships and interdependence between the organization's **internal system** and the **external system**

(Jenlink, Reigeluth, Carr, & Nelson, 1996)



Approach Informed by Research: Fix the System

Change in one part of the system is accompanied by change in another part

(Jenlink, Reigeluth, Carr, & Nelson, 1996)



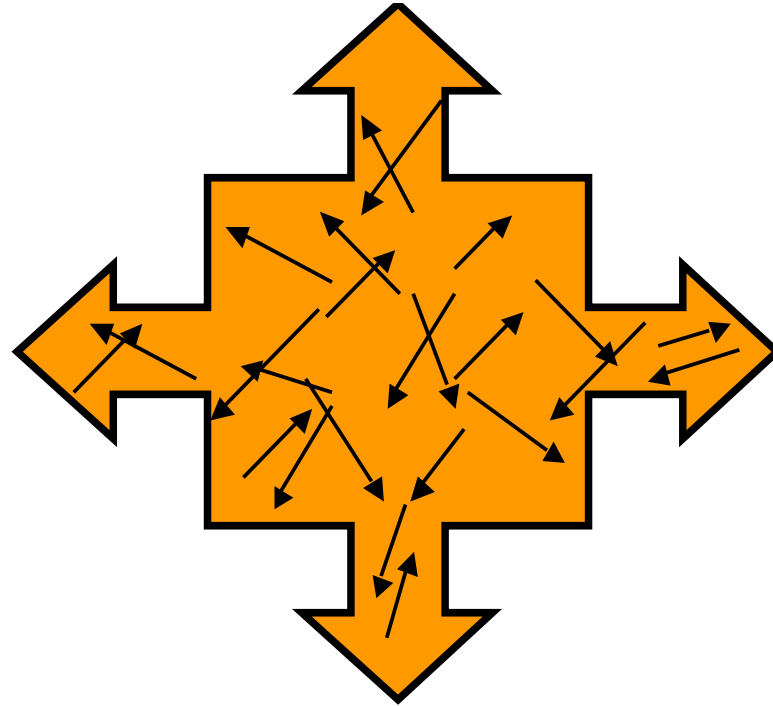
So, What's a System?

A group of **linked parts** that **work together** toward a **common end**.

(Redding, 2006)

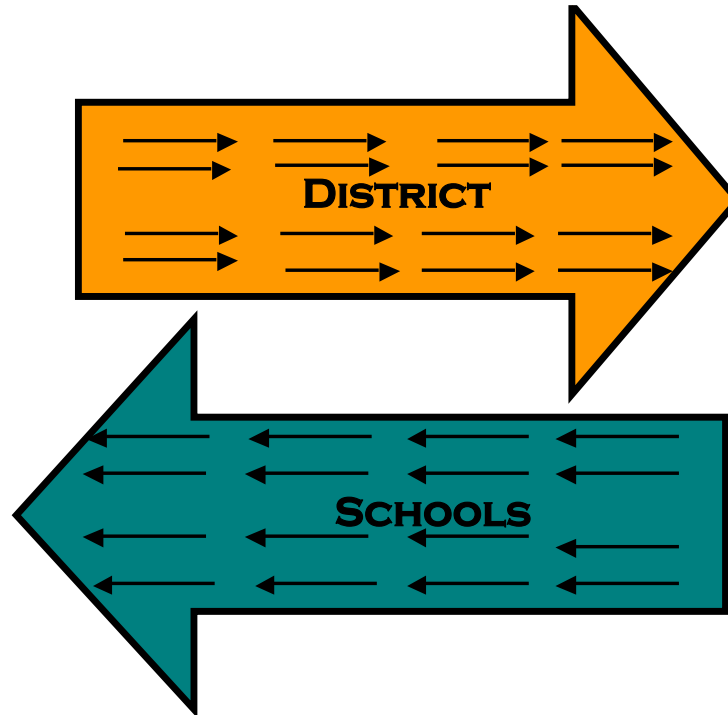


What Working Systemically IS NOT



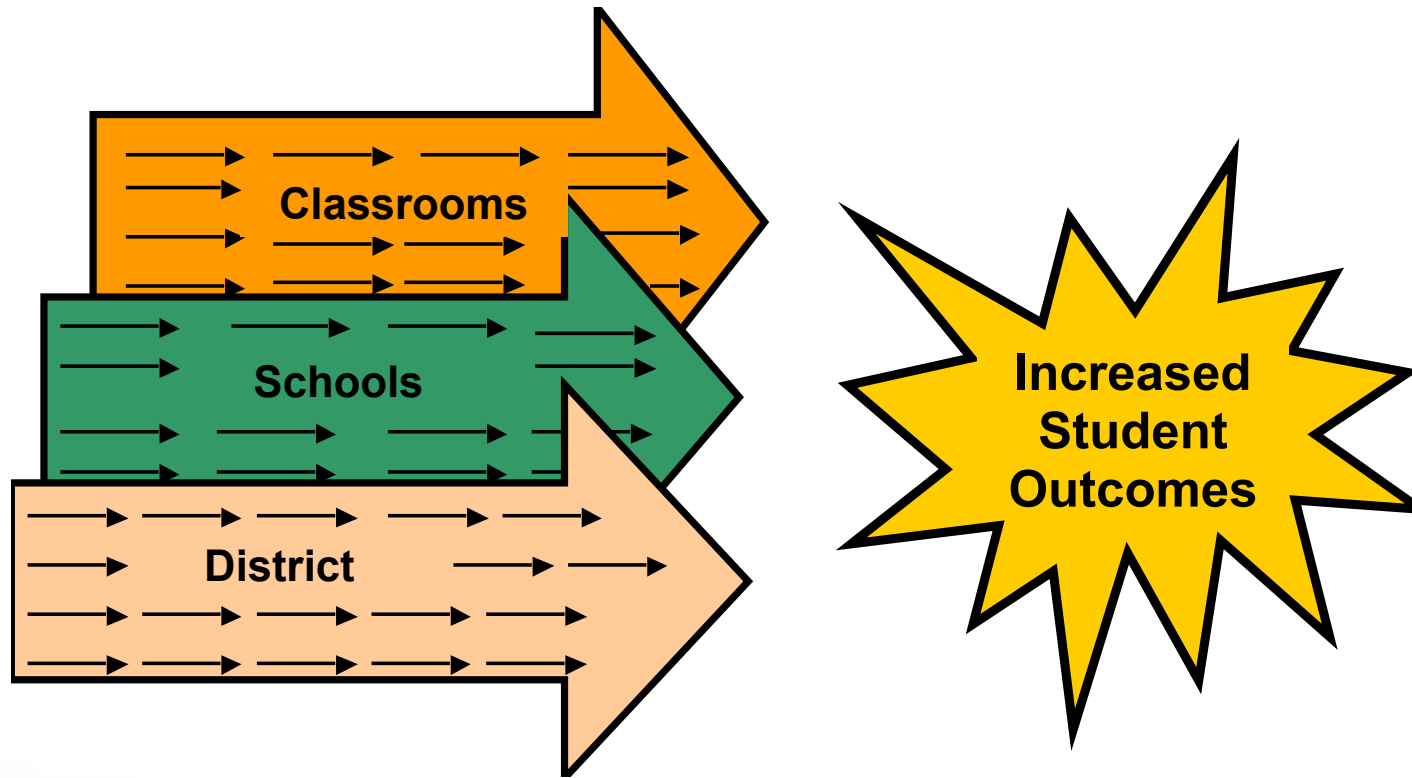
Empowered Individuals/Schools
No Systemic Approach

What Working Systemically IS NOT



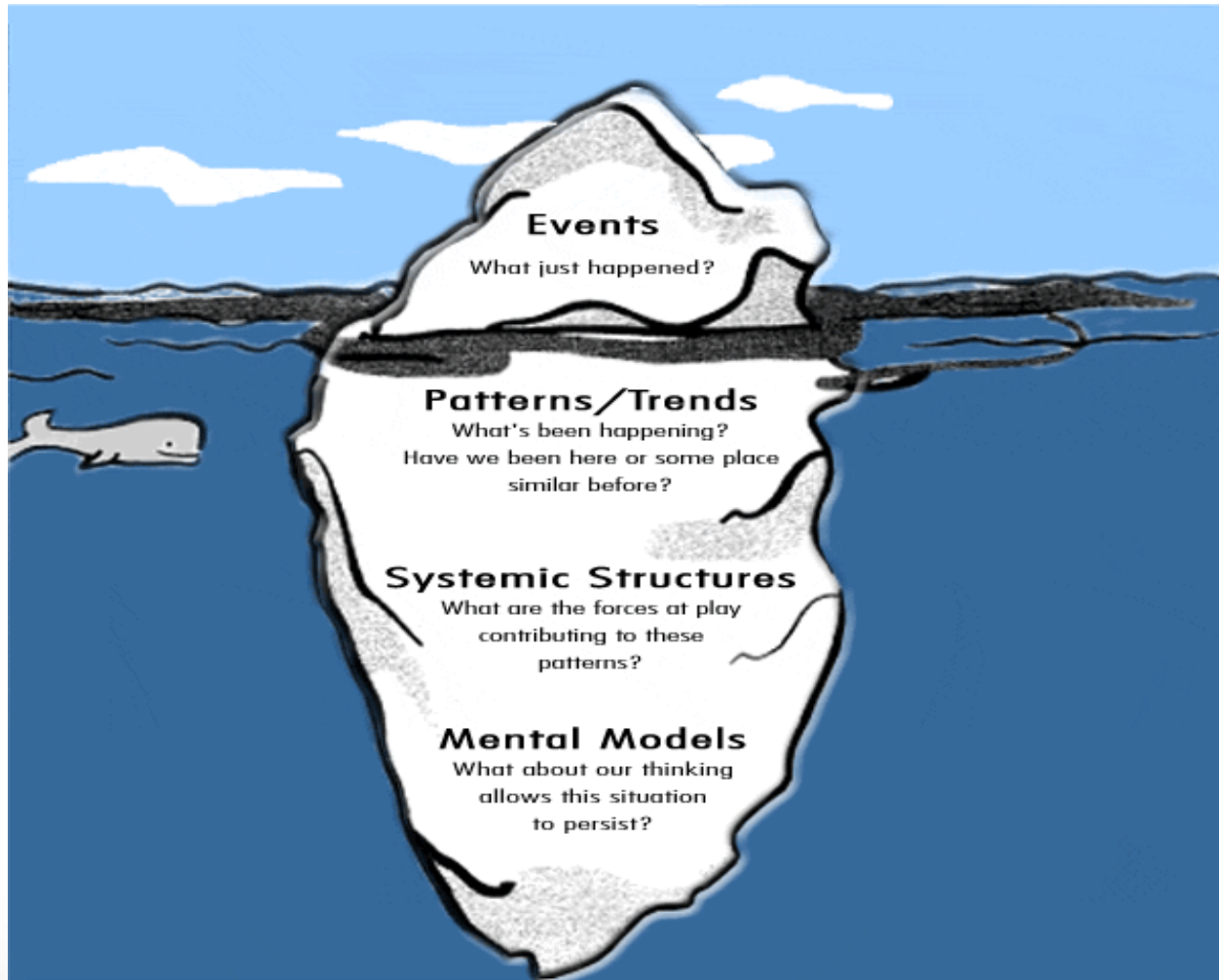
District's Purpose Clear/
Schools' Purpose Clear
Still No Systemic Approach

What Working Systemically IS



District's Purpose Clear/Schools' Purpose Clear
Common Focus on Student Achievement
Each Mutually Supportive

Ways of Explaining Reality



Contact Information

Dianne F. Olivier dolivier@louisiana.edu

Jane B. Huffman jane.huffman@unt.edu

D'Ette F. Cowan dette.cowan@att.net

www.plcassociates.org

