Demystifying Professional Learning Communities

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Demystifying Professional Learning Communities

Module IV:
Tools and Strategies

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Module IV
provides information on...

▸ Tools and strategies to assess school and district PLC status and plan for continuous improvement

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Professional Learning Community Assessment–Revised (PLCA–R)

Provides perceptions of staff relating to school level practices with regard to dimensions and critical attributes of a PLC

52-item diagnostic survey designed to identify specific practices related to each PLC dimension

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Professional Learning Community Assessment–Revised (PLCA–R)

Helps to determine

- What are the strengths?

- What areas need to be enhanced?

- How might you prioritize next steps?

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Professional Learning Community Assessment–Revised (PLCA-R)

- Clarifies what PLCs look like in practice

- Assesses progress and guides next steps

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PLC Development Rubric (PLCDR)

- Less formal than PLCA-R

- Opportunities for discussion about dimensions in small groups, then whole school

- Expression of alternative, even opposing viewpoints

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PLC Development Rubric (PLCDR)

- Based on Fullan's Phases of Change

- Organized by dimension and continuum
  - Not initiated
    - Initiation
      - Implementation
        - Institutionalization

PLC Innovation Configuration Map (PLC-ICM)

- Identifies variation of each PLC dimension
  - Not initiating
    - Initiating
      - Implementing
        - Sustaining

PLC EXTERNAL SUPPORT SYSTEM (ESS-ICM)

- Identifies variation of practices by external support systems including action by
  - Central officer personnel
  - Parents and Families
  - Community Members

What is the Professional Teaching and Learning Cycle (PTLC)?

A six-step strategy for

▸ collaboratively planning, implementing, and refining lessons aligned to state standards

▸ helping the instructional staff become a community of professional learners

Cowan, Joyner, & Beckwith (2008). *Working systemically in action: A guide for facilitators*.

As a professional development strategy, PTLC is . . .

- Focused
- Job-embedded
- Continuous
- Research-based
- Responsive to student and teacher needs
- A process for building a professional learning community

Cowan, Joyner, & Beckwith (2008). *Working systemically in action: A guide for facilitators*.

PTLC as a Process for Creating a PLC

- Connects systemic work to classroom level

- Promotes alignment of curriculum, instruction, and assessment to standards

- Provides a framework for collaborative inquiry about teaching and learning

- Builds professional relationships through collaborative inquiry

Cowan (2009, November). Creating a community of professional learners: An inside view, *SEDL Letter*.

What Works in Schools: Translating Research into Action
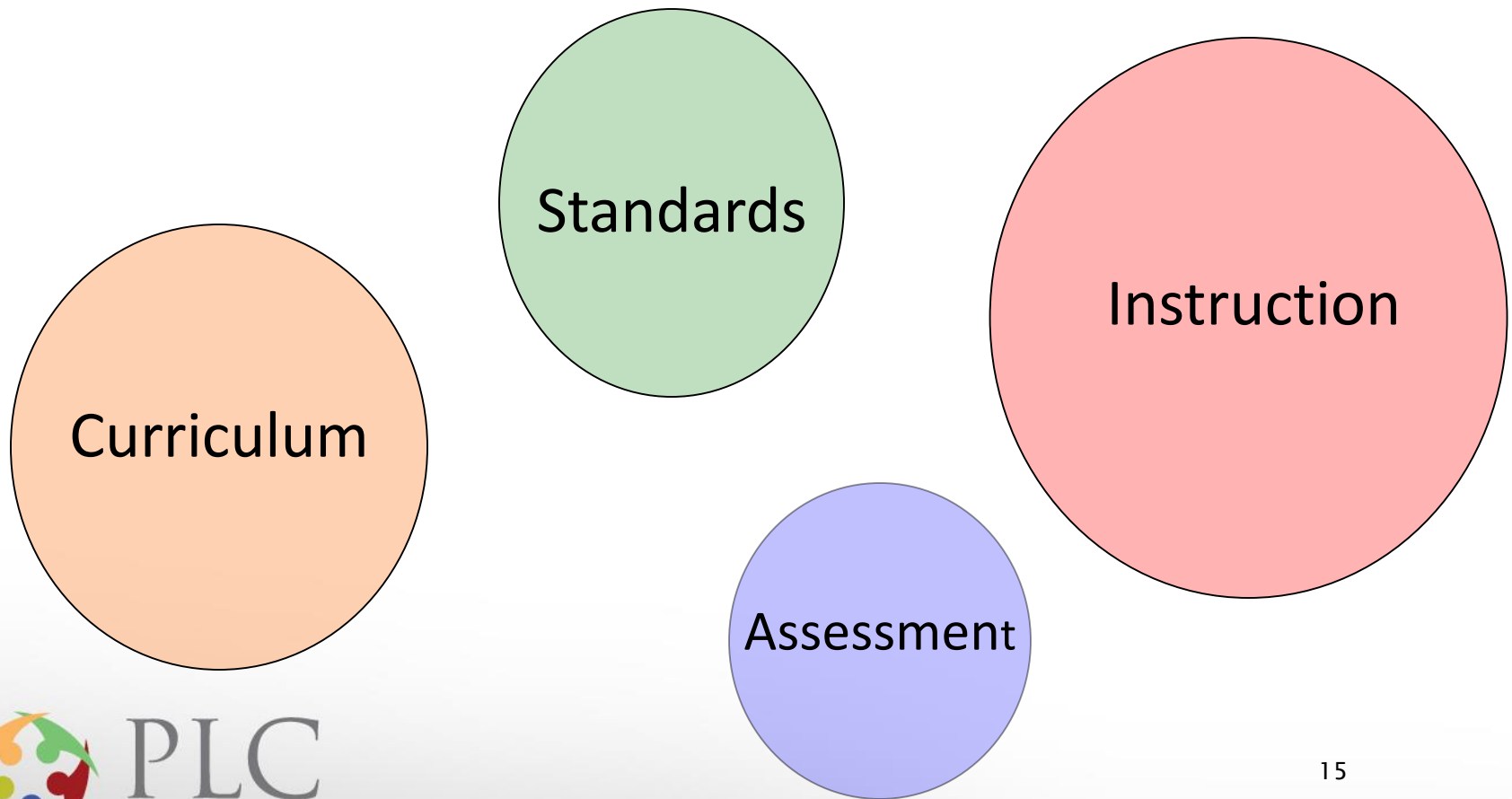
by
Robert J. Marzano

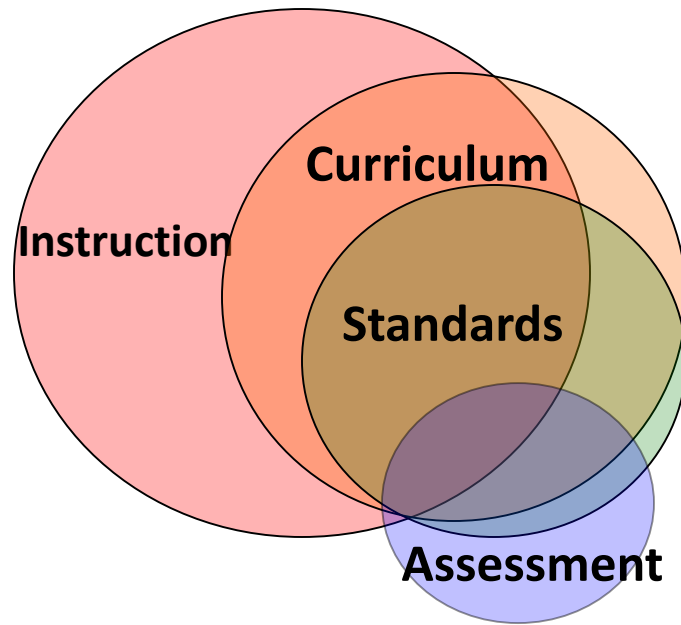# School-Level Factors Affecting Student Achievement

- **Guaranteed and viable curriculum**

- Challenging goals and effective feedback

- Parent and community involvement

- Safe and orderly environment

- Collegiality and professionalism

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Marzano, R. J. (2003). *What works in schools: Translating research into action*. Alexandria, VA: ASCD.

Alignment of Curriculum, Instruction, and Assessment to Standards (CIAS)

Standards

Curriculum

Instruction

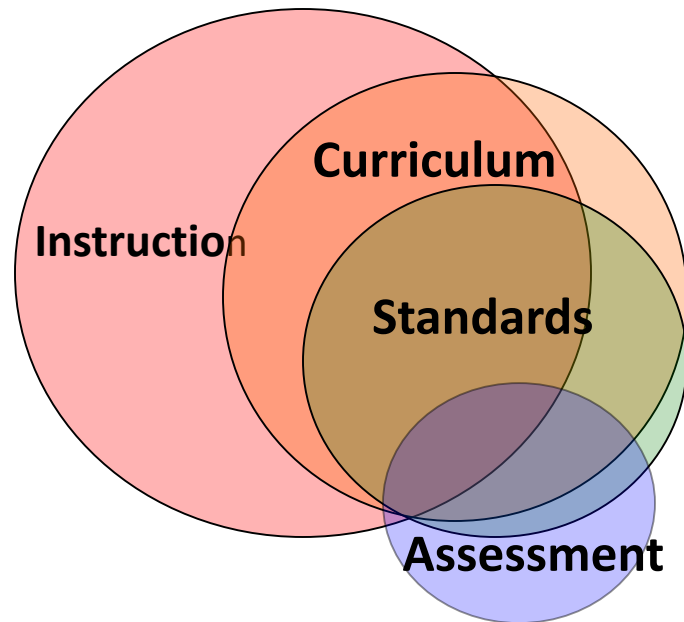Assessment

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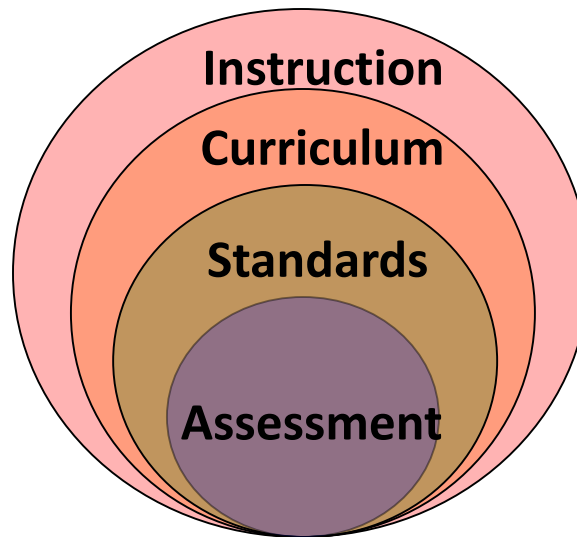
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Misalignment of CIAS

How are these misaligned?
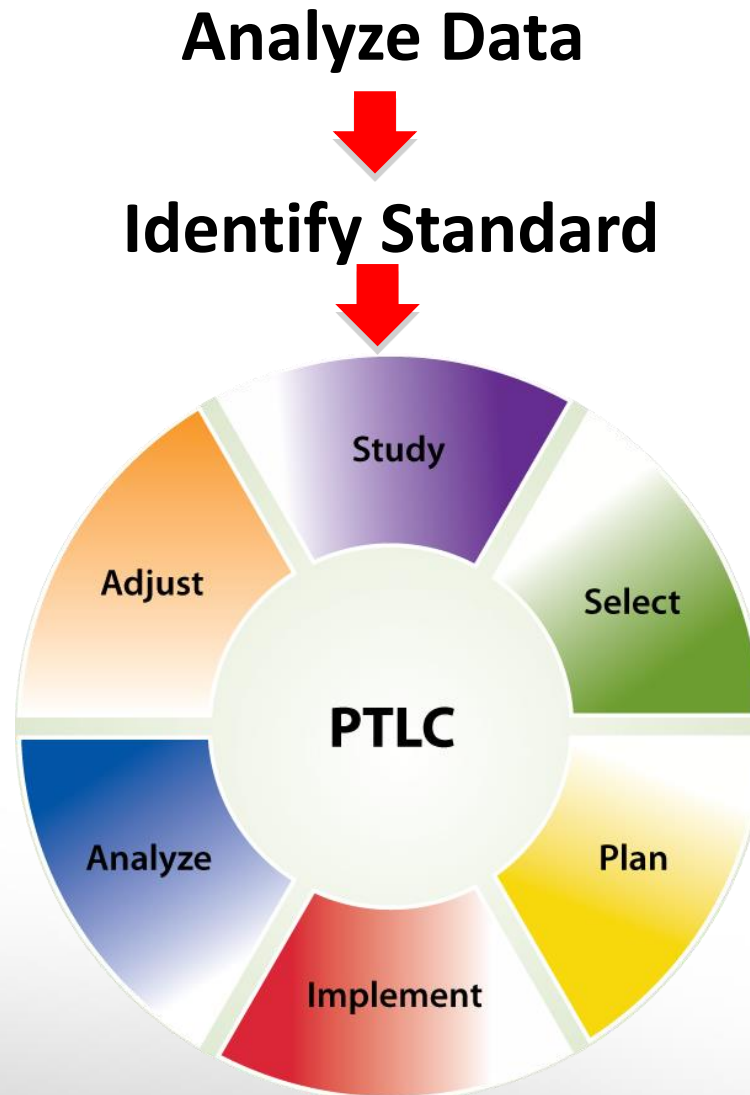
Misalignment of CIAS

How would they look if they were aligned?

Alignment of CIAS

Professional Teaching and Learning Cycle: A Research–Based Strategy for Alignment

Analyze Data

Identify Standard

Cowan, Joyner, & Beckwith (2008). *Working systemically in action: A guide for facilitators.*

System Capacity Rubric

What capacities exist within a local system?

- Creating coherence
- Collecting, Interpreting, and Using Data
- Ensuring continuous professional learning
- Building relationships
- Responding to changing conditions

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System Examination Tool (Gap Analysis)

Interactive tool to initiate conversation about 8 components of systemic improvement

- Standards
- Curriculum
- Instruction
- Assessment

- Resources
- Professional Staff
- Policy and Governance
- Family and Community

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System Examination Tool (Gap Analysis)

Compare conditions and practices in a system to those in high-performing systems

PERMISSION REQUIRED

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