

Professional Learning Community (PLC) Collective Commitments

Three Big Ideas of a Professional Learning Community Culture

Focus on Learning

Collaborative culture

Results Orientation

Teachers will commit to:

- Use best practices daily in the classroom to stimulate student engagement.
- Use technology to effectively enhance the curriculum, instruction and assessment.
- Provide evidence of lesson and unit planning.
- Facilitate cooperative learning activities to engage all students.
- Provide opportunities for struggling students to complete homework/assessments.
- Being a contributing member of each collaborative team.
- Use assessment results to drive instructional decisions.
- Participate in reflective team activities to strengthen instruction and assessment practices.
- Use reengagement strategies to provide rich Tier 1,2, and 3 interventions.

Collaborative Teams will commit to:

- Engage in the PLC cyclical process* to continuously focus on learning
- Use student achievement data to establish SMART goals and action steps and then assess, monitor and adjust as needed.
- Support school and district CIP goals.
- Create common artifacts (i.e. plan for success, learning experiences, and assessments) that are implemented consistently by all members of the collaborative team.
- Set high standards, expectations and differentiate to meet the needs of all students.
- Use common grading practices to create equity.
- Evaluate assessments using same grading criteria.
- Develop and utilize student self-assessment to measure learning targets and create student determined learning plans (AFL).
- Create a collective response to learning- Provide tiered intervention for struggling students to make-up homework/assessments.
- Reflect on students' learning to inform instructional decisions (looking at student work, item analysis, concept analysis, etc.).
- Devote team time to discuss effective instructional strategies that includes but are not limited to: reengagement strategies, enrichment opportunities, and differentiation.

Team Leaders/Instructional Leaders will commit to:

- Ensure that team member collaborate and focus discussions answering the four critical questions of a professional learning culture.
- Serve as a liaison between team members and administration.
- Establish schedules, agendas, and minutes of team meetings.
- Collect data and artifacts to document PLC interventions, assessments, student growth, lesson plans and/or instructional strategies implemented.
- Coach and support classroom teachers in effective instruction.
- Celebrate and reward successes.

* Teaching-Assessing –Learning Cycle on a unit by unit basis. See other side for complete cycle.

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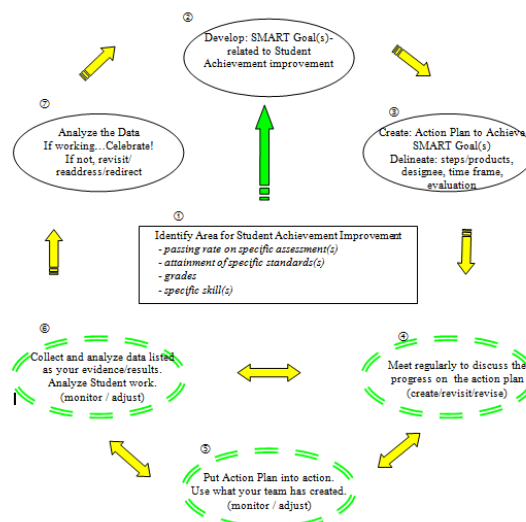
Administrators will commit to:

- Support the PLC in the development and implementation of mandatory interventions for struggling students.
- Ensure mandatory interventions for struggling students are available and students are held accountable for attending.
- Support team collaborative opportunities with time and structure.
- Communicate with the team (PLC) leaders and Instructional Leaders on a continuous basis.
- Limit (when possible) the number of preparations to no more than two different courses.
- Work with teachers who are members of multiple PLCs to develop a plan that will honor their time and allow them to participate as members of multiple PLCs.
- Hold each team member accountable for participating in and implementing the decisions of the PLC.
- Monitor and ensure all teachers are using best practices in the classroom.
- Celebrate individual and team effort and achievements.
- Contribute to the development and continued success of high performing collaborative teams.
- Model, monitor and enforce student and adult behaviors that contribute to a safe and orderly learning environment while respecting the rights of others within a diverse community.

District will commit to:

- Provide opportunities to engage in continuous collaboration.
- Encourage opportunities to visit classrooms and provide honest feedback about instruction and student engagement/achievement.
- Provide support by assessing current levels of implementation of effective collaborative team practices.
- Support singleton teachers by creating district-wide opportunities for collaboration.
- Consistently communicate to sites/teams.
- Regularly review student achievement and progress around learning with leaders at all levels of the organization.
- Dedicate time, training, support, and the resources necessary to improve staff learning so that they can facilitate high levels of learning for all students.

The Professional Learning Community TEAM Cycle



PLC team will spend the bulk of their time in steps 4, 5, 6.