Building the Solid Foundation of a PLC

This information is from the PLC at Work Institute, led by Rebecca and Rick DuFour and Mike Mattos.
“The culture of a building transcends all.”

- Ken Williams
A cohesive school organized into interdependent collaborative teams united by PLC foundation.

**Shared purpose:**
Ensuring high levels of learning for all students

**Shared vision:**
Creating the structures and culture to ensure all kids learn

**Collective commitments:**
Clarifying how each individual will contribute to achieving the vision

**Shared goals:**
Identifying indicators to monitor our progress
4 Questions that Frame the Work of a PLC

1. What do we expect kids to learn?
2. How will we know when they have learned it?
3. How will we respond when they don’t learn?
4. How will we respond when they already know it?
What is collaboration?

A *systematic* process in which we work together *interdependently* to analyze and *impact* professional practice in order to improve our individual and collective results.
Stages of Collaboration

Stage 1: “What are we supposed to do?”
Stage 2: “Let’s share.”
Stage 3: “Let’s plan.”
Stage 4: “Let’s create common assessments.”
Stage 5: “Let’s analyze the common assessments.”
Stage 6: “Let’s think outside the box with regard to ensuring learning.”
Stage 7: “Let’s continue to ensure stages 2-6 are part of our regular practice.”
Prerequisite Conditions of a True PLC

- Educators work in collaborative teams and take collective responsibility for student learning rather than working in isolation.
- Collaborative teams implement a guaranteed and viable curriculum, unit by unit.
- Collaborative teams monitor student learning through an ongoing assessment process that includes frequent, team-developed common formative assessments.
- Educators use the results of common assessments to:
  - improve instructional practice.
  - build the team’s capacity to achieve its goals.
  - intervene/enrich on behalf of students.
- The school provides a systematic process for intervention and enrichment.
Cycle of a PLC, Unit by Unit

1. Establish common guaranteed curriculum
2. Create common formative assessments
3. Intervene or enrich on behalf of students
4. Analyze data to monitor learning
5. Establish most effective strategies