

# ASD1 District Guiding Coalition



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January 24th

ELEVATE



*Thank you for **elevating**  
collaboration in ASD1!*

# Guiding Coalition Resources

*Google Classroom Code*  
**cimolqc**

# Your PLC Experience



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# Learning Outcomes

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**Define** *guiding coalition* and describe the role that this alliance at the school and district level plays.

**Identify** *specific actions* on which our guiding coalition should be focused.

**Create** *foundational roles and structures* to promote the effectiveness of our guiding coalition.



# A Powerful Guiding Coalition

“An alliance of key members of an organization who are specifically charged with leading a change process through predictable turmoil. Members ... are so respected within the organization that others are likely to follow their lead.”

Hall, B. (2022). In *powerful guiding coalitions: How to build and sustain the leadership team in your PLC at work*. story, Solution Tree Press.

# POWERFUL GUIDING COALITIONS

How to **Build** and **Sustain** the  
Leadership Team in Your PLC at Work®

BILL HALL



“The guiding coalition...is a team that learns deeply about best practices, assesses candidly the school’s current reality, determines potential next steps to improve the school, identifies possible obstacles and points of leverage, and plans the best way to create staff consensus and ownership (Buffum et al., 2012).”

Hall, B. (2022). *Powerful Guiding Coalitions: How to Build and Sustain the Leadership Team in Your PLC at Work.*

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## Four Critical Questions for Guiding Coalitions:

1. What do we want our teams to know and be able to do?
2. How will we know if our teams are mastering our essentials?
3. What steps will we take to support teams that are struggling?
4. What steps will we take to extend learning for high functioning teams?



# Laser-Like Focus

Become PLC experts.

Two-way communication and information exchange with school-level teams.

Model continuous improvement.

Design job-embedded learning opportunities.

Support collaborative teacher teams.



# Leadership Team vs. Guiding Coalition

## Sorting Activity

<https://www.allthingsplc.info/mobile/blog/view/464/there-really-are-differences-between-what-leadership-teams-do-and-what-guiding-coalitions-do>

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“Your school’s guiding coalition should model the structure and processes required of the collaborative teams within your PLC...”

Once the guiding coalition assumes ownership of these concepts, team members will be more likely to pass their buy-in on to the members of their collaborative learning teams.”

Hall, B. (2022). *Powerful Guiding Coalitions: How to Build and Sustain the Leadership Team in Your PLC at Work.*

 **THIRD EDITION**

# Learning by Doing

**A Handbook for Professional  
Learning Communities at Work™**

**Richard DuFour  
Rebecca DuFour  
Robert Eaker  
Thomas W. Many  
Mike Mattos**

"All groups establish norms -- ground rules or habits that govern the group -- regardless of whether or not they take the time to reflect on and articulate the norms they prefer for their team.

But when individuals work through a process to create explicitly stated norms, and then commit to honor those norms, they increase the likelihood they will begin to function as a collaborative team rather than a loose collection of people working together."



# Critical Commitments

Created by the team.

Stated as commitments to act rather than beliefs.

Reviewed at the beginning and end of each meeting.

Evaluated formally for effectiveness.

Focused on a few essential norms.

Clarify how the team will respond if a norm is broken.

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## Guiding Coalition Norms

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In your group, brainstorm a list of “pet peeves” that you encounter when working collaboratively. Then, create norm statements that address these pet peeves.

**Gallery Walk** - As you walk around the room, mark/star the norm statements that are similar to those created by your group.

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# Select Roles

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**Facilitator** - Leads the team toward accomplishing its tasks and goals.

**Recorder** - Keeps notes and creates a team memory of each meeting.

**Timekeeper** - Keeps team meetings on schedule according to agenda.

**Process Observer** - Observes processes used during meetings and shared pluses (positives) and deltas.

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# Guiding Coalition Teams

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- Celebration Team
- Model PLC Team
- PLC Playbook Team
- Professional Learning Team
- Singleton Team



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“A school’s mission describes the school’s purpose. It answers the question, ‘Why do we exist?’

If the current mission does not adequately describe why the school exists, give the fundamental purpose, or clarify the priorities and sharpen the focus of the school, it is to be rewritten.”

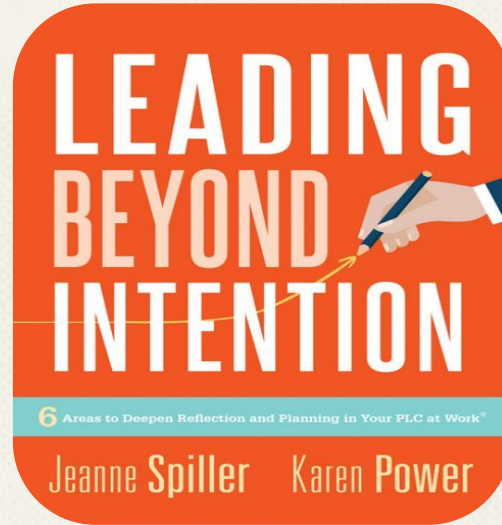
Hall, B. (2022). *Powerful Guiding Coalitions: How to Build and Sustain the Leadership Team in Your PLC at Work.*

# Vision

If our ultimate goal is to be a Model PLC District, what are specific actions and needs that should be considered to meet this goal?

Go to [www.menti.com](http://www.menti.com) and use code 2279894

# Lead Beyond Intention



“...lead beyond intention...moving beyond words to actions and processes to build a PLC culture and having the grit to maintain the direction required despite roadblocks, distractors and resisters.”

# Guiding Coalition Roles and Teams

Would you be interested in serving in a role to help our collaborative time run effectively and efficiently? Also, rank the 5 teams in order of your interest.

Please fill out this form





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