

Getting Started with PLC's

Owego Apalachin Administrative Team



Owego Apalachin Central School District

What is your purpose here today?

Why are you an educator?

What is the purpose of your school?

Why did you choose to lead?

Why embrace PLC's?

- ▶ To ensure that all students learn at high levels
- ▶ Teams do better than individuals
- ▶ Eliminates the “educational lottery”
- ▶ “Me” changes to “We”

Focus on what you can control:

1. Relationships
2. Schedule
3. Meetings
4. PD
5. Leading by example
6. Staffing
7. Resources
8. Accountability and Expectations
9. Student Achievement



School Culture

- ▶ All means All
- ▶ Continuously working towards improvement
- ▶ Innovators or Entrepreneurs - Loose v/s Tight

Collaboration is the key!



Continuous Improvement

- PLC work does not lead you to an ultimate answer or truth, it only builds a framework that allows for continuous improvement
- Implementation Frameworks are utilized in multiple industries - hospitals, businesses, manufacturing, schools
 - Usable Innovations
 - Implementation Drivers
 - PDSA - Plan , Do, Study, Act
 - Improvement Cycles

Our 5 Year Plan

- Year One: Collaboration
 - Establish PLC Leads
 - Train Administration and PLC Leads
 - Start with Quarterly Assessments
 - Introduce PLC System to faculty
- Year Two: Structure
 - Schedule
 - Check-In Assessments
 - PLC Time
 - eHall Pass - Secondary
 - Budget - PD Resource

Continuation of our 5 year plan

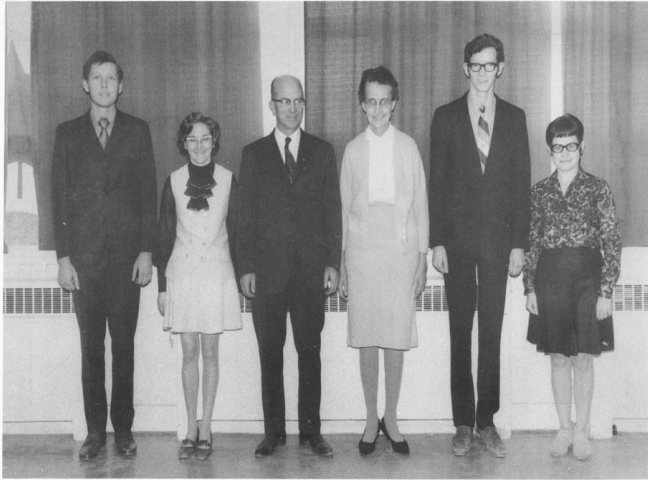
- ▶ Year Three: Strengthen Leadership, Build Information System to support Action - Intervention or Extended Learning
 - ▶ Google Suites - blueprints, assessments, data, ideas /resources
 - ▶ GOAL time (Grade- Level Opportunities to Accelerate Learning)
 - ▶ Extend Administrator and PLC Lead training
- ▶ Year Four: Grading Systems
 - ▶ Standards Based K-12
- ▶ Year Five: Independent Tracking of Learning by Students - self-assessment



Budget Considerations

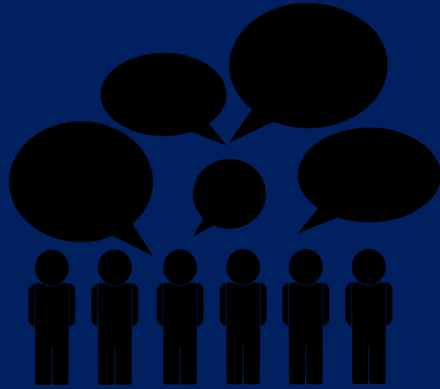
- ▶ Build budget to include necessary resources
 - ▶ Solution Tree Trainers
 - ▶ Instructional Coaches (PLC Leds)
 - ▶ PD and Assessment Development Time

Staffing



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- ▶ Put people in best position to help organization succeed - must understand people's strengths
- ▶ Deal with energy vampires



Communication

- ▶ District-wide messaging of the process
- ▶ Common Language - Principal says the same thing as the Assistant Principal



Engaged Leadership

- ▶ Must show up to meetings
- ▶ Accountability and commitment to process
- ▶ Follow-through on agreements
- ▶ Growth Mindset

Thank you for coming!

Did we meet your purpose in coming here?

In what ways?

We will post this power point to the BOCES website.



Owego Apalachin Central School District