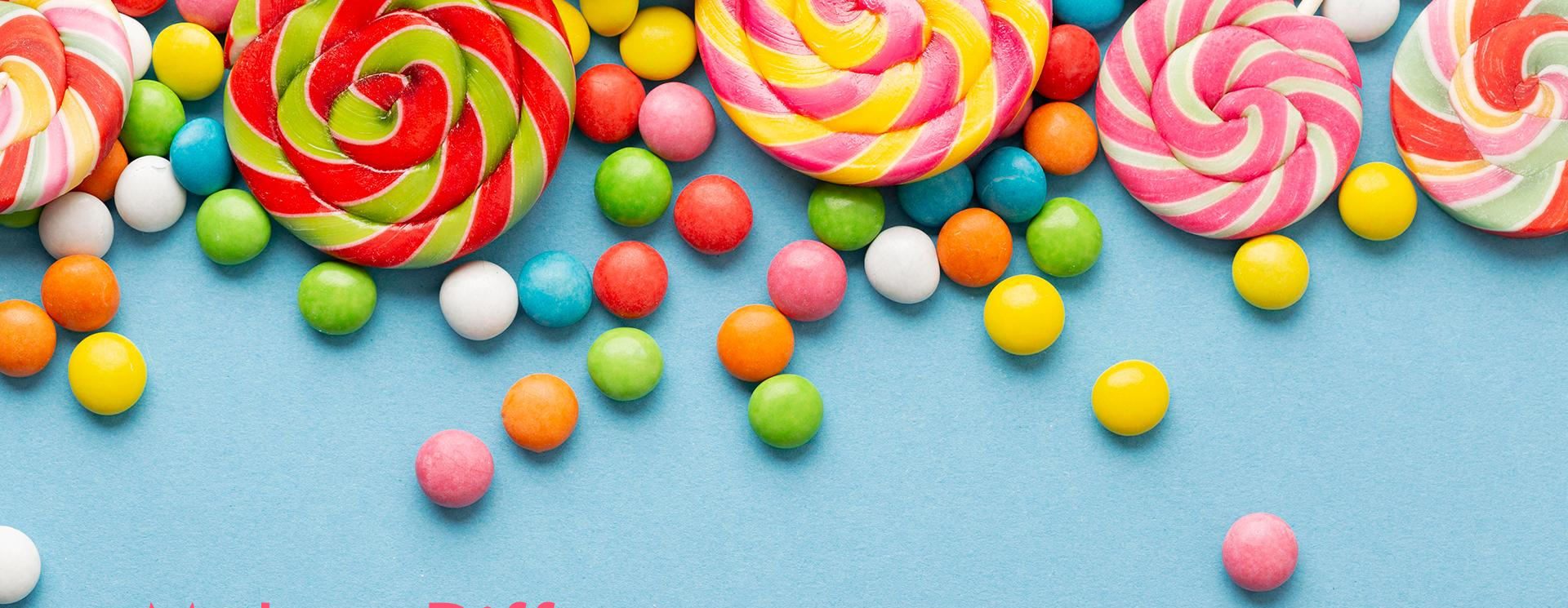
PLC Facilitators

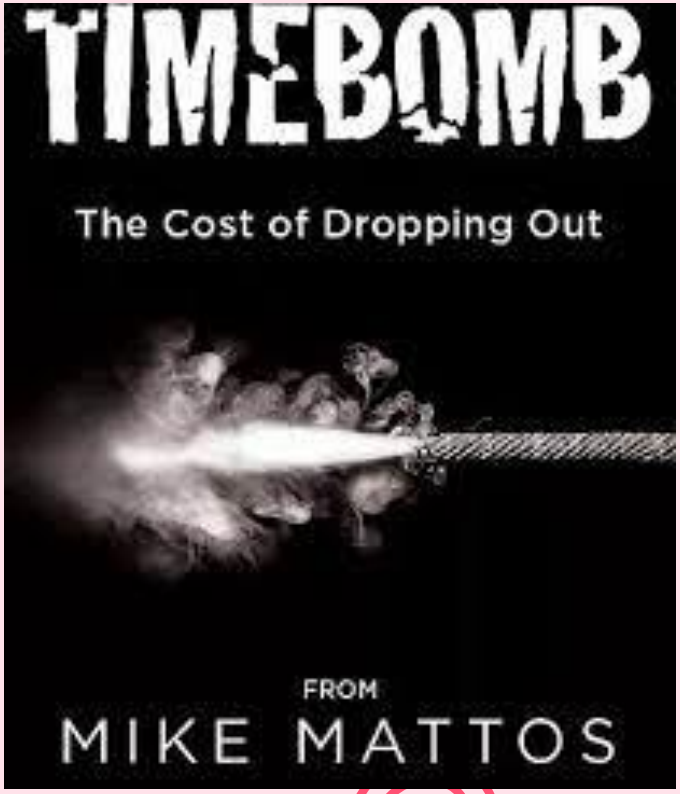
Doing the Right Work

Questions or Comments?

Post them on our Mentimeter Slide at any time during our time together.



Make a Difference Personality Profile


TIMEBOMB
The Cost of Dropping Out
FROM
MIKE MATTOS

Why PLC?

Historical Perspective of Professional Learning Communities

- Reduce staff isolation
- Increase staff capacity
- Provide a caring and productive environment–while improving the quality of the school's program

The most successful learning occurs when teachers teach effectively in their own classroom but also find solutions together. In such schools, teachers operate as team members, with shared goals and time routinely designated for professional collaboration.

Hord, 1997

Four Critical Questions

- What do we want all students to know and be able to do?
- How will we know if they learn it?
- How will we respond when some students do not learn?
- How will we extend the learning for students who are already proficient?

PLC Terms Kahoot

Why PLC?

Why Professional Learning Communities in Anderson One

Mission Statement

Anderson School District One is committed to a tradition of excellence by providing world-class knowledge, skills, and life characteristics based on the individual needs of each student.

Why?
Professional Learning Communities in Anderson School District One

Tight and Loose Elements

Professional Learning Communities in ASD1

Collective Commitment #1

Work in collaborative teams that take collective responsibility for student learning rather than work in isolation.

- ➔ “Our” students vs “my” students
- ➔ School becomes a PLC with focus on ALL students learning at high levels
- ➔ “Culture eats strategy for breakfast”

Tight vs. Loose

ASDI "Tight"

- 5 "collective commitments" outline the "tight" elements of our collaborative efforts in ASD1

ASDI "Loose"

- What to teach
- Sequencing/pacing
- Assessments used to monitor
- Norms and goals for team

*** "Tights" are nondiscretionary; everyone in the school is required to adhere to those.

Collective Commitment #2

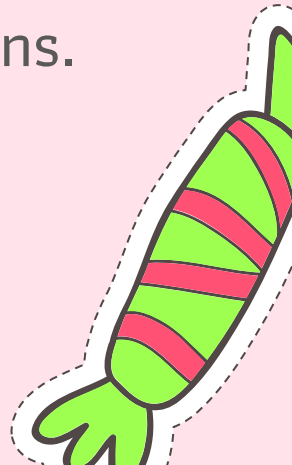
Implement a *guaranteed and viable curriculum*, unit by unit.

- ➔ Essential standards developed by teacher teams.
- ➔ Focus on “need to know” and then “nice to know”.
- ➔ PLC work becomes focused on these essentials.

Collective Commitment #3

Monitor student learning with an ongoing assessment process that includes frequent, team-developed common formative assessments.

- ➔ CFAs that align with essential standards
- ➔ TEAM-developed and utilized under same conditions.
- ➔ Formative vs. summative [analogy of chef]



Collective Commitment #4

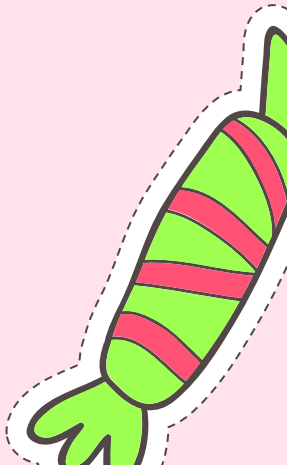
Use results of common formative assessments to improve individual practice , build the team's capacity to achieve goals, and intervene or extend learning on behalf of students.

- ➔ Student AND teachers learn and improve
- ➔ Focus on instructional practices that work based on data.
- ➔ "Get naked with the data." - Deep data conversations!
- ➔ Intervention and remediation built into schedule.

Collective Commitment #5

Provide systematic intervention and enrichment.

- ➔ Includes behavior
- ➔ Clear entry and exit point
- ➔ Systematic - provided during the school day and available to all.
- ➔ Rethink schedules...



T-Chart Activity

Watch the video of a PLC in action. On your t-chart, decide what tight and loose elements you observed. After the video, discuss in your collaborative group what elements you observed in the video. Does your collaborative team address or struggle to address these same commitments?

Role of the Facilitator

Roles & Responsibilities

The Facilitator

The role of the facilitator is to facilitate the meeting. The facilitator creates the agenda with input from the teachers on his/her team and ensures that at least one of the 4 questions mentioned above is incorporated at the core of the collaborative meeting. The facilitator is a leader who sets a positive tone during the meeting even when challenges become apparent.

- ➔ Develop agenda for meeting
- ➔ Ensure the “right work” is done (i.e. - focus on 4 questions)
- ➔ Sets the positive tone
- ➔ Additional roles may be beneficial in keeping your team on track

The “Wrong Work”

As facilitator, consider your how your team decides to use its collaborative time. Examples of the “wrong work” would be discussion focused on:

- ➔ Field trips
- ➔ Basic lesson planning
- ➔ Complaining
- ➔ Anything non-essential
- ➔ Canceling PLCs because of grades being due or the absence of a team member.

The focus should remain on the 4 questions!

Development of Norms

Why Create Norms?

"Teams increase their likelihood of performing at high levels when they clarify their expectations of one another regarding procedure, responsibilities and relationships."

DuFour, R., DuFour, R., Eaker, R., Many, T. W., & Mattos, M. (2016).

Tips for Creating Norms

1. Each team should create their own norms
2. Norms should be stated as commitments to act or behave in certain ways rather than beliefs.
3. Norms should be revised at the beginning and end of each meeting for at least 6 months.
4. Teams should formally evaluate their effectiveness at least twice a year
5. Teams should focus on a few essential norms rather than creating an extensive laundry list
6. One of the team's norms should clarify how the team will respond if one or more members are not observing the norms.

Building Trust and Dealing with Different Personalities

Building Consensus

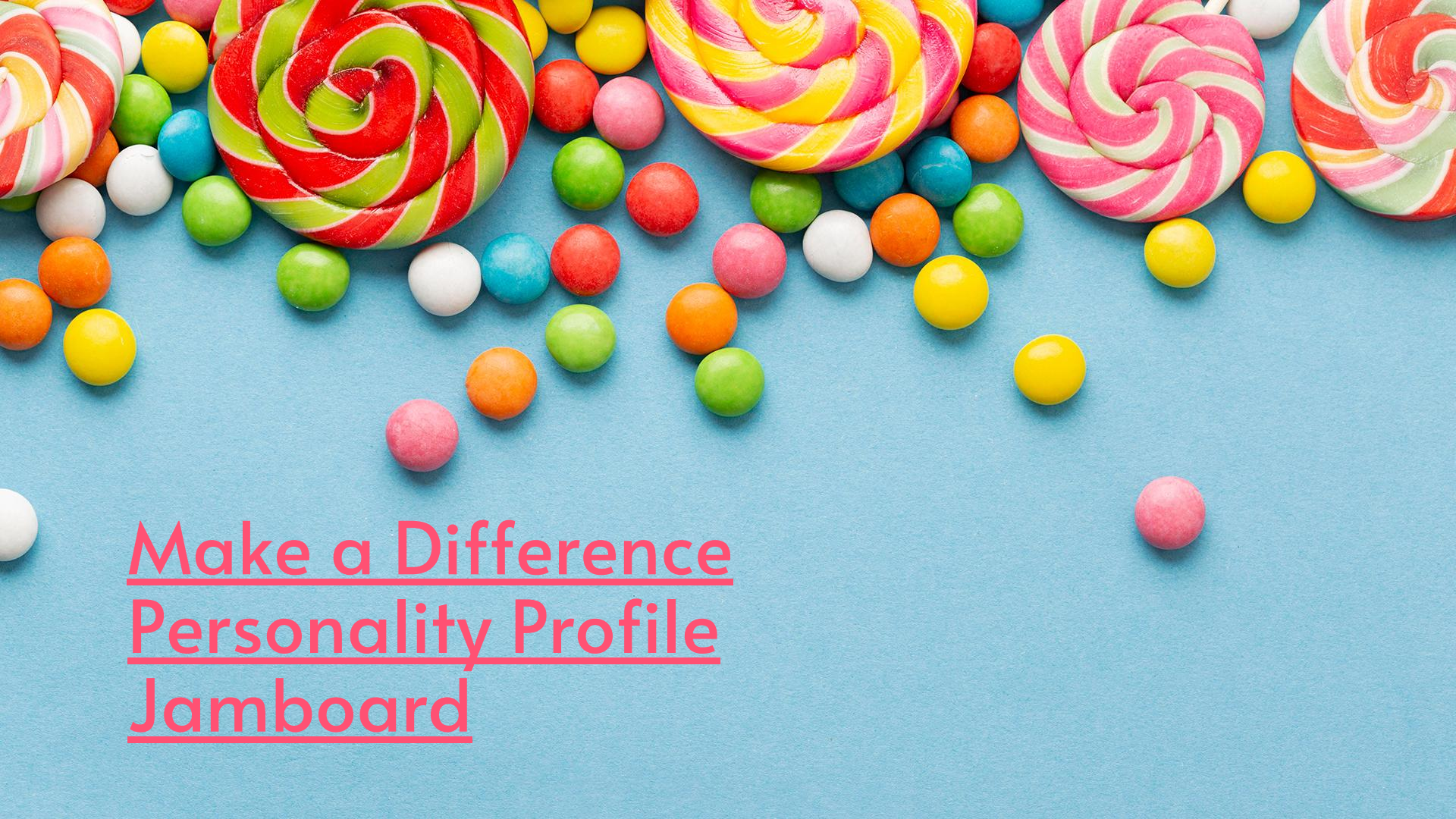
When highly functioning teams reach a point where a decision is needed and consensus is needed before moving forward, consider the following:

Consensus is reached when...

1.] All points of view have not merely been heard, but actively solicited and
2.] The will of the group is evident even to those who oppose it.

Fist to Five

Fist to Five...
Disagree
Require Discussion
Desire Discussion
Meh. I'll Support It.
Yes. I'll Help.
Yay! I'll Lead!



Make a Difference Personality Profile Jamboard

I Will Statements & Session Evaluation

https://bit.ly/3taPivS

Resources

Four Personalities

Quick reference guide to the four personality types

Roles in a PLC

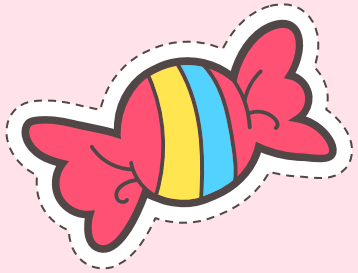
Roles and collaboration recommendations in a PLC

My Job As Facilitator

Roles of the Facilitator in a PLC

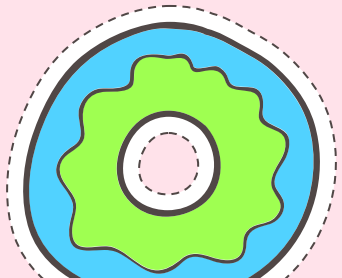
Guiding Questions

Guiding questions for Facilitators in a PLC

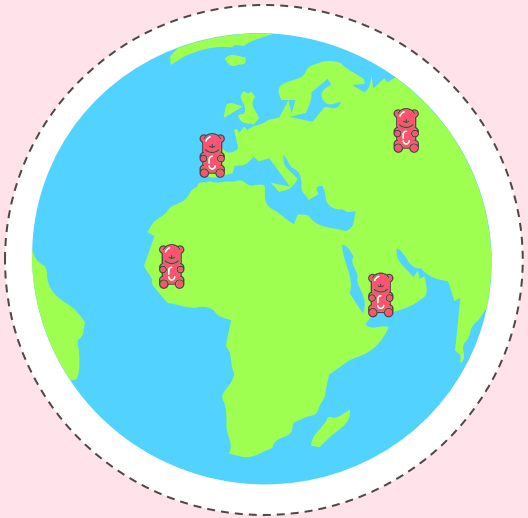


“This is a quote, words full of wisdom that someone important said and can make the reader get inspired”

—Someone Famous



Locations



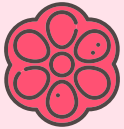
Mercury

Mercury is the closest planet to the Sun and the smallest one in the Solar System

Our Services

Mercury

Mercury is the smallest



Mars

Mars is a cold place

Jupiter

It’s the biggest planet

Venus

It has a beautiful name

Saturn

Saturn is the ringed one

Neptune

Neptune is the farthest

Best Sellers

		Color	Flavor
1	Caramel	Gold	Sweet
2	Chocolate	Brown	Sweet
3	Cotton candy	Pink	Extra Sweet
4	Chewing gum	Pink	Sweet
5	Gummies	Multi color	Extra Sweet

Our Strengths

Loyalty

Mercury is the smallest planet

Efficiency

Despite being red, Mars is cold

Reliability

Venus has a beautiful name

Commitment

Saturn is the ringed planet

01

Our Company

You can enter a subtitle here if you need it

Customer Profile

Gender

70%

30%

Age

10-25

26-45

45+

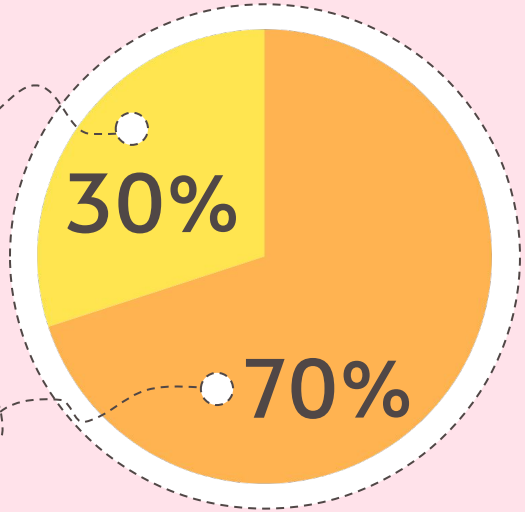
Our Numbers

Mars

Despite being red, Mars is a cold place

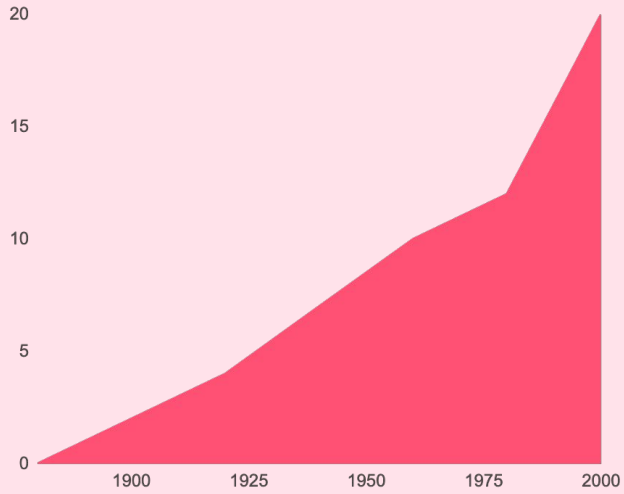
Mercury

Mercury is the closest planet to the Sun



Follow the link in the graph to modify its data and then paste the new one here. **For more info, click here**

Our Growth



$20,000

Expected Income For 2020

100

New Employees Next Year

Follow the link in the graph to modify its data and then paste the new one here. **For more info, click here**

Future Projects

Mercury

Mercury is the smallest planet

Mars

Despite being red, Mars is cold

Venus

It’s the second planet from the Sun

Saturn

Saturn is the ringed one. It’s a gas giant

Customer Testimonials

Helena James

“Mercury is the closest planet to the Sun and the smallest one in the Solar System”

Jenna Doe

“Venus has a beautiful name and is the second planet from the Sun. It’s terribly hot”

Slide Title

Do you know what helps you make your point clear? Lists like this one:

- They’re simple
- You can organize your ideas
- You’ll never forget to buy milk!

And the most important thing: the audience won’t miss the point of your presentation

Awards

Best candy 2020

Despite being red, Mars is a cold place

Best shop 2019

Venus is the second planet from the Sun

Our Team

J. James

You can replace the image on the screen with your own

J. Doe

You can replace the image on the screen with your own

J. Patterson

You can replace the image on the screen with your own

A Picture Is Worth A Thousand Words

459

Places to buy great candies

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Linear Candies and Sweets

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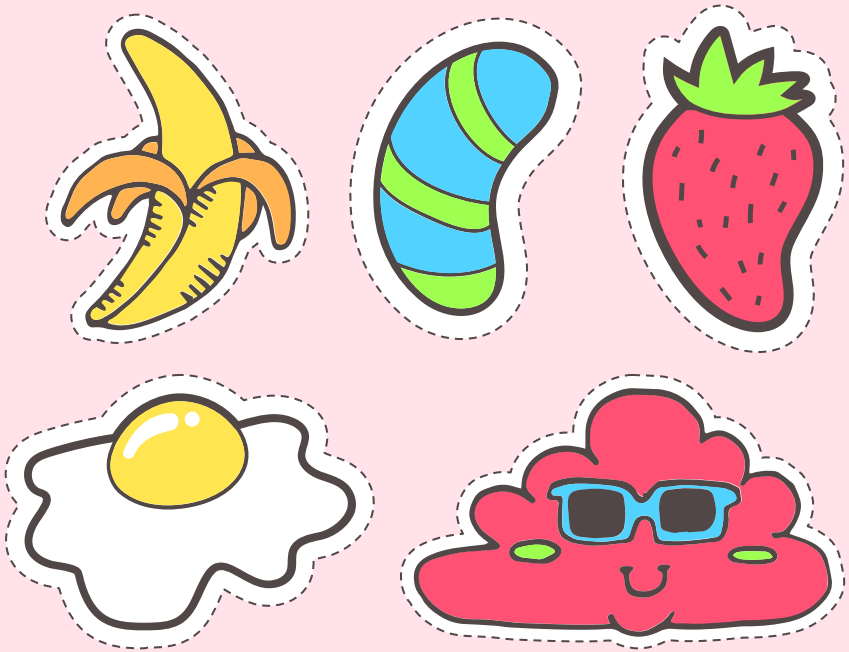

Camel	Lion	Monkey	Turtle

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Pana

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Cuate

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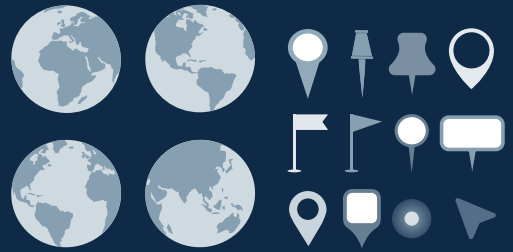

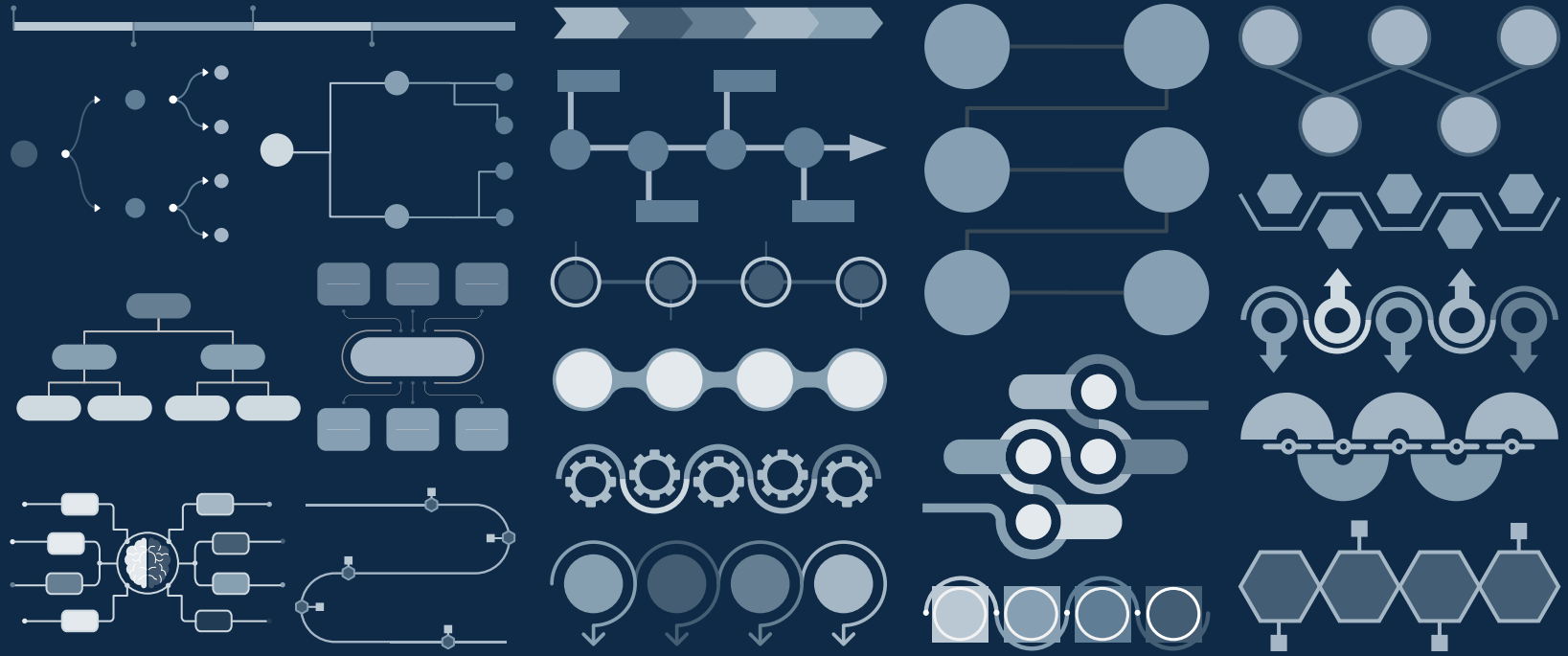

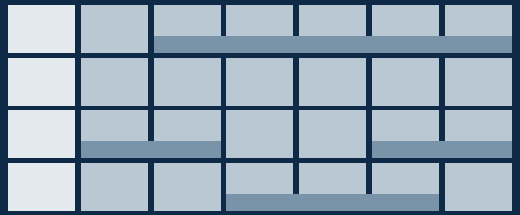

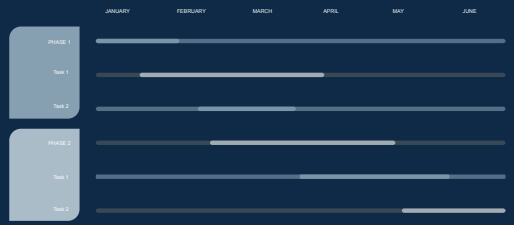
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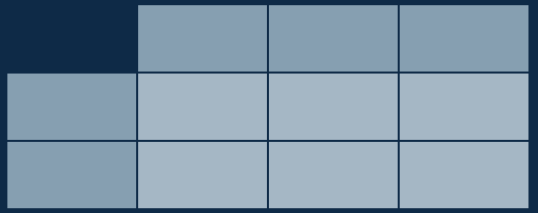

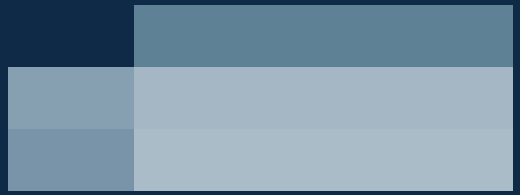

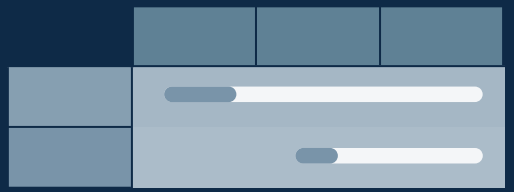

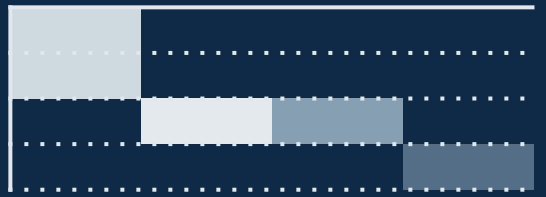

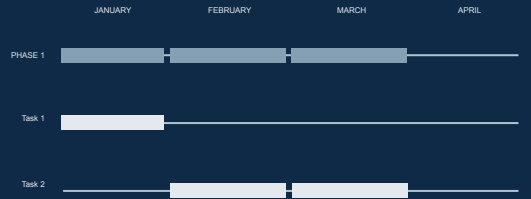
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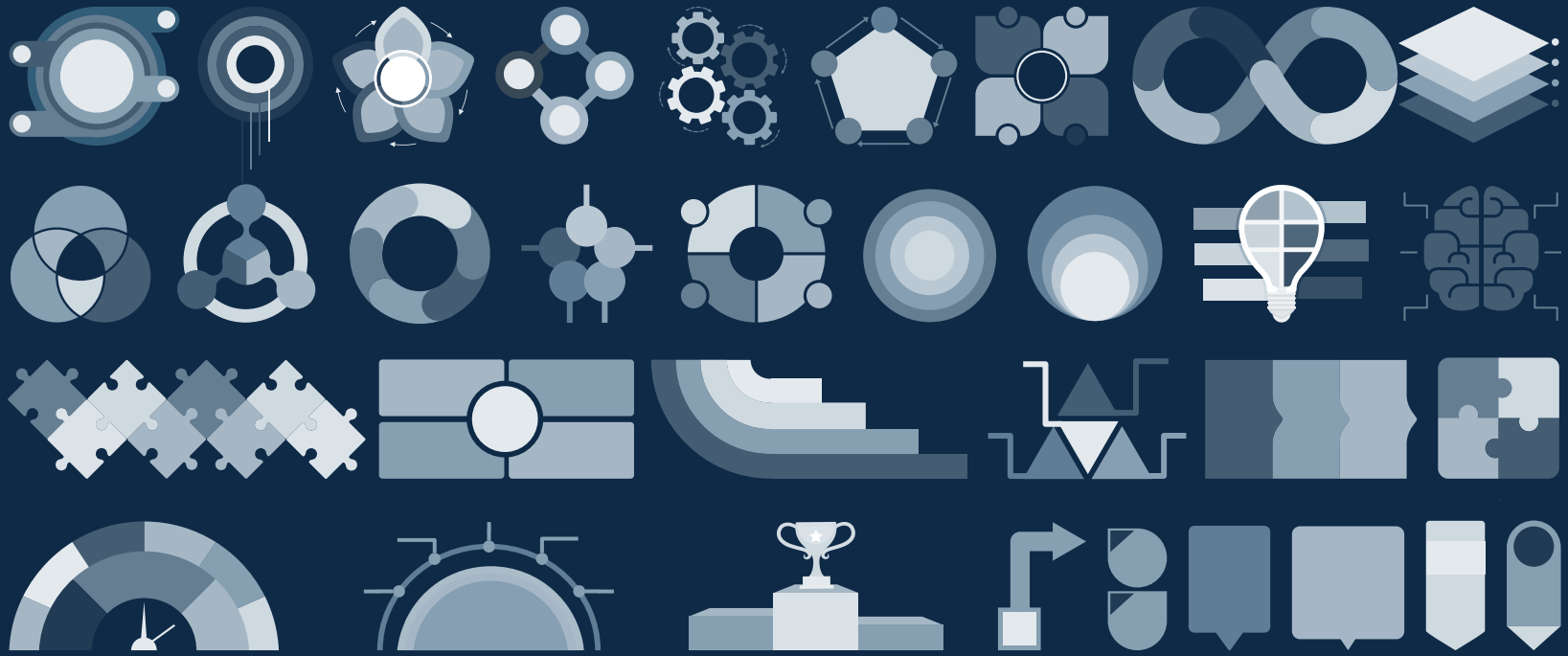

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