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Implementing Effective PLCs to Support Learning
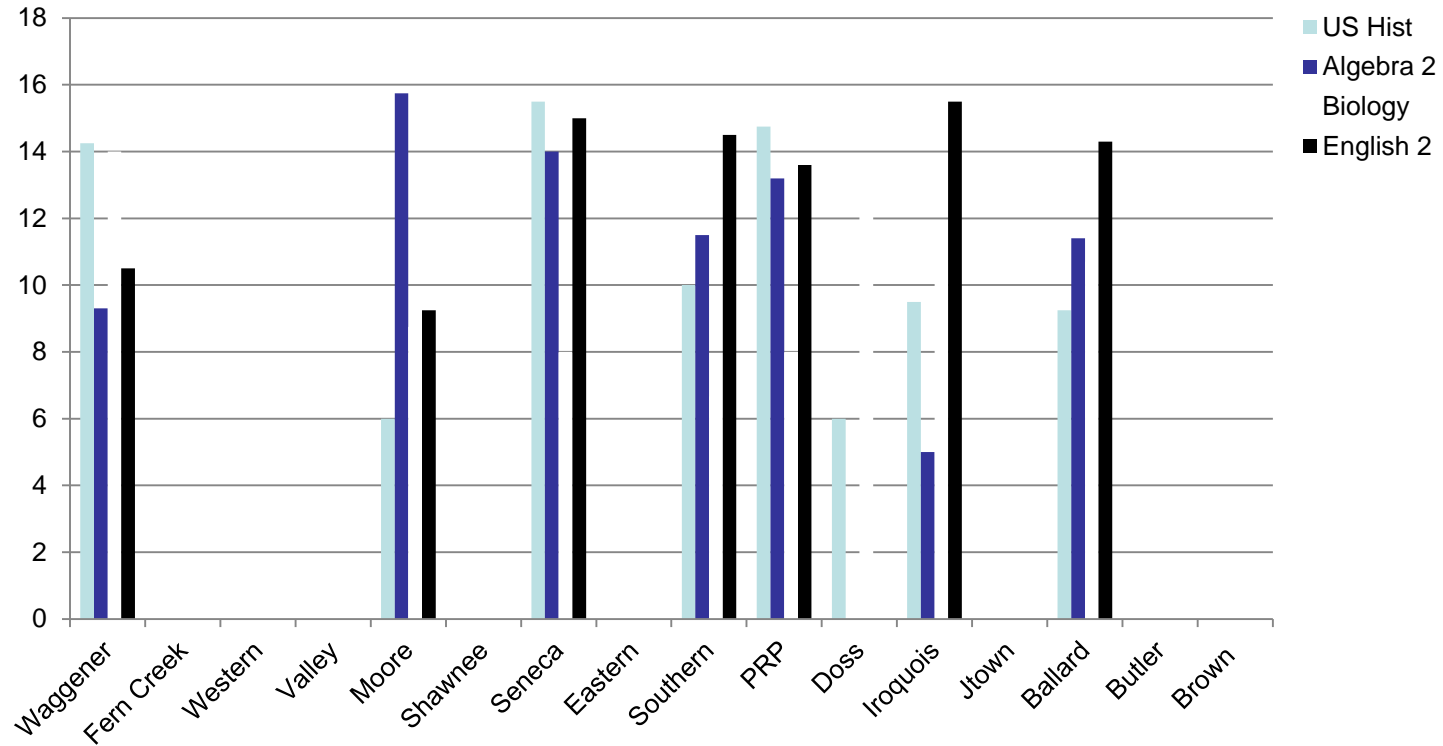
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Indicators and Scoring Guide Development

- Development of Indicators/Observation Cycle

- Development of scoring descriptors

- Pilot of the scoring guides

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PLC Observation Results 2012

PLC checklist score for collaboration effectiveness

Indicators and Scoring Guide Development

- Development of Indicators/Observation Cycle

- Development of Scoring Descriptors

- Pilot of the Scoring Guides

Conclusions

- Design Team Members Observations

- Revision Process

- Implementation

Understanding the Scoring Guide

- Using *Big Idea 1: Building a Collaborative Culture*
  - What are the critical behaviors and practices described for an *Effective* PLC?
  - What are the differences between Effective practices and those described as *Needs Improvement*?

- Consider the same questions for *Big Idea 3:* **Establishing a Focus on Results**

Applying the Scoring Guide

- During the video, use the scoring guide to evaluate the practices you observe.

- Assume the following, when using the scoring guide:
    - You may not see everything described, so may not be able to completely evaluate every bullet using the video clip.
    - Base your judgment on a preponderance of evidence, not on meeting every statement for particular bullets.
    - You may decide to highlight some things you see under one performance level and some in another in the text itself.
    - In the notes section, try to describe evidence you see that leads to your judgments.

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Discussion

- What did you observe in the PLC video?

- How consistent do we seem to be as a new user group of the scoring guide?

- How did you apply the scoring guide to make decisions?

- How well did the scoring guide seem to work in guiding your observation

- What was challenging about using the scoring guide?

Implications for Practice

- What would need to happen for a tool like this one to be most effective?
  - At the leadership level?
  - At the PLC member level?
- What are the potential uses of the scoring guide with PLCs in various states of experience and effectiveness?

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Companion Tools and Practices

- Norms of Collaboration Inventory
- Collegial learning walks
- Collegial Review Worksheets for guiding examination of teachers' and students' work.

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Contact

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