

A stylized graphic of a human figure composed of several colored shapes: a light blue pentagon for the torso, and various colored shapes (orange, pink, light blue, green) for the arms and legs, all pointing outwards.

Cultivating a Culture of Collaboration

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PLC - Introduction

Name

Building

Role

What is a win from the school year?

What do you want to get from the day?



PLC - 1 * 5 * 10

Are we a group or a team?

The 1 - 5 - 10 Paradigm

<http://www.allthingsplc.info/files/uploads/1-5-10-plc-rubric.pdf>

Where is your PLC for each item on the 1-5-10 Rubric?

PLC - The Four Cornerstones

Mission - Why? - Why do we exist?

Vision - What? - What do we want to become?

Values - How? - How will we act to achieve our purpose?

Goals - How? - How will we know if it is working?

[South ELA Example](#)

[Profile of a Graduate](#)

[21st Century Skill Sets](#)



PLC - The Three Big Ideas

A focus on learning

Communication - The Why

A culture of collaboration

Trust building and capacity building - The Who and The How

A results orientation

Accountability - The Do



PLC - The Four Questions

What do we want students to learn? - Curriculum

How will we know when they learn it? - Assessment

What will we do if they have not learned it? - Intervention

What will we do if they have learned it? - Enrichment

Within classroom - Station rotations, individualized instruction

Outside classroom - Student Intervention Team, Targeted seminars

[MTSS Pyramid](#)

PLC - Priority Standards & Common Assessment

Formative (Practice) = Feedback - Real-time, Responsive

Summative (Performance) = Scoring - Product, Measurement

Priority = **Up** (Endurance) * **Across** (Leverage) * **Out** (Readiness)

PLC = Assessment/Rubric/Calibration/Data Analysis/Student Work

PLC - Curriculum Maps

Where are we with standards and pacing?

With resources and strategies?

Big Picture

Curriculum Map as Living Document

[ELA 3 Example](#)

PLC - Formative Assessment Examples

56 Formative Assessment Examples

<https://raiderwritingcenter.files.wordpress.com/2015/09/formative-assessment-56-examples-david-wees.pdf>

PLC - Writing Rubric Example

Sample Writing Rubric

<https://raiderwritingcenter.files.wordpress.com/2017/08/raider-writing-rubric.pdf>



PLC - ELA Analysis Summative Assessment

2008 AP Lang and Comp, “America Needs Its Nerds”

Prompt

https://secure-media.collegeboard.org/apc/ap08_eng_lang_form_b_frq.pdf

Rubric Samples

https://secure-media.collegeboard.org/apc/ap08_english_lang_for_m_b_q2.pdf

PLC - Late Start Template

Nuts and Bolts (5 mins)

Wins and Issues (5 mins)

Resources and Strategies (10-15 mins)

= Rotate classrooms and presenters

The Work (45-60 mins)

Clarify standards / Share practices / Solve problems / Build assessments / Analyze data / Identify students / Celebrate wins

= Make a topics schedule

PLC - Summative / Performance Examples

Summer Homework

Get into the AP Website

Look for your subject

Use their materials to support your instruction

AP Macroeconomics Example

<https://apcentral.collegeboard.org/courses/ap-macroeconomics/exam>

PLC - Sample Documents

[PLC Mission and Vision](#)

[PLC Elements](#)

[PLC Norms](#)

[PLC Checklist](#)

[PLC Standard and Strategy](#)

[PLC Common Assessment Protocol](#)



PLC - First Meeting

Create a rotation schedule

Distribute hard copies of curriculum maps

Set norms / collective commitments

- *Put a big circle in the middle of a sheet of paper
- *Everyone takes two minutes to write on the outside of the circle their values and expectations for what makes a good teacher and teammate
- *After two minutes, everyone shares their ideas – Place any commonalities/threads inside the circle
- *Make a final list of your collective commitments
- *Use these commitments as an objective way to guide team actions/behaviors throughout the year



PLC - Ongoing Meetings

What do we want our classrooms to look like for our students and for us?

What does effective instruction look like?

What performances will we use to evaluate and enhance student learning?

What is our plan for intervening when students struggle?

How can we extend and enrich students' learning experiences?

How do we celebrate the wins for our students and staff?

=Deliver a guaranteed, viable curriculum - [Curriculum Page](#)

PLC - Final Questions

Why do our students fail?

What is preventing us from becoming the school we wish to become?

Predictable is Preventable



PLC - Good to Great

You must maintain unwavering faith

that you can and will prevail in the end,

regardless of the difficulties,

and, at the same time,

have **the discipline to confront the most brutal facts**

about your current reality, whatever they may be” (Jim Collins).

PLC - Good to Great

What are some brutal facts?



PLC - What Students Want in a Teacher

- Do meaningful work
- Practice trust and respect
- Have clear expectations
- Be interactive
- Allow for multiple perspectives / voices
- Show empathy
- Teach with passion and interest
- Create structure with some flexibility
- Know content
- Use examples / models



PLC - What Does Learning Look Like?

Provide mental models

Create intrinsic motivation (choice / audience / relevance)

Establish a positive environment (attitude / expectations / respect)

Set vision and targets

Celebrate the wins



PLC - Notes on Motivation

Have a vision and momentum for the class (show relevance and importance)

Have a positive and respectful attitude towards students (use adult voice)

Take time for celebrations (make them feel a part of something bigger)

Be present and respectful

Be a coach and mentor - “I am not going to give up on you”



PLC - The Variables

Uncontrollable Variables

Children cannot control -

Their parents

Where they live

The school they attend

Their teachers

The high-stakes summative tests they take

Controllable Variables

Teacher teams can develop -

A school and classroom culture of care and encouragement

A guaranteed, viable curriculum

Effective, research-based teaching strategies

Common formative assessments

Systems of providing additional time, support, and enrichment

Recognize and celebrate improvement

PLC - Notes on Motivation

EMOTIONS

Use effective pacing

Incorporate physical movement

Demonstrate intensity and enthusiasm

Use humor (not targeted sarcasm)

Build positive relationships through respect and empathy

INTEREST

Use games

Initiate debate

Present novel information

Ask questions

Make connections

IMPORTANCE

Connect to student lives

Connect to student ambitions

Encourage application of learning

SELF-EFFICACY

Help students to believe in their ability to perform a task

Model skills and examples of self-efficacy

Provide effective, ongoing feedback

Track and reflect on progress

Set goals for class





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