

DOINGWHATWORKS



SAMPLE MATERIAL

Key Ideas of Professional Learning Communities

Edgemont Elementary School, California

Topic: Turning Around Chronically Low-Performing Schools

Practice: Committed Staff

This PowerPoint presentation was used in a series of staff meetings to review the foundational principles of professional learning communities: Focus on Learning, Collaborative Culture, and Focus on Results. During these presentations, staff applied the principles to collaboratively create statements that reflect the mission, vision, values, and goals for the school.

The foundation of Professional Learning Communities



Mission
Vision
Values
Goals

*Adapted from presentation by Mike Mattos, Pioneer Middle School, Tustin, CA

*Includes information gathered from *Professional Learning Communities* conferences.

The three “Big Ideas” of Professional Learning Communities:

1. Focus on learning
2. A collaborative culture – TEAMWORK!
3. Focus on results

We must harness the
collective intelligence
of the team to insure
the success of all
students.



1. Focus on learning:

If the purpose of school is truly to ensure high levels of learning for all students, schools will:

- Clarify what each student is expected to learn.
- Monitor each student's learning on a timely basis.
 - Common assessments - Formative/Summative
 - Consistent Grading - Agree on criteria of quality work
 - Collaborate about the results of assessment data
- Intervention in a timely manner for those students that are not meeting standards.

2. A collaborative culture:

What is collaboration?

Collaboration is a systematic process in which teachers work together interdependently to achieve common goals linked to the purpose of learning for all.

-DuFour, DuFour, and Eaker

- Collaboration must focus on learning!
- Time for collaboration embedded in contractual day.
- Norms for collaboration are established by teams.
- Purpose is to monitor student progress and examine current practices and their consequences.
- Method is analyzing scores, identifying strengths and weaknesses, and developing ways to address them.
- Collaboration (challenging one another, encouraging each other, holding each other accountable) requires vulnerability and trust!!!

3. Focus on Results:

TEAMS must be able to answer the following essential questions:

1. What do we expect students to learn?
 - Essential Standards
 - SMART goals
2. How will we know when they've learned it?
 - Common Formative Assessments
 - Summative Assessments
3. What will we do if they don't?
 - Differentiated instruction & Universal Access
 - Pyramid of Intervention

There is no “instruction manual” to become a
Professional Learning Community

- PLCs adhere to three “**Big Ideas**”:
 - Focus on Learning
 - A Collaborative Culture
 - Focus on Results
- There are **guiding principles** that allow us to adhere to the “Big Ideas”:
 - MISSION & Clarity of Purpose
 - Shared VISION
 - Common VALUES
 - Clearly established GOALS

Mission

The most important question in any organization has to be “What is the business of our business?” Answering this question is the first step in setting priorities. - Judith Bardwick (1996)



	Mission	Vision	Values	Goals
Definition	A clear statement of purpose			
Essential Question	Why do we exist?			
Focus	Fundamental purpose for being			
Benefit	<ul style="list-style-type: none"> •Clarifies purpose •Gives meaning to work 			

“Truth in Advertising” Mission

We believe in high levels of learning for all students as the fundamental purpose of our school...

...but ultimately it is up to each child if they succeed or not.

-Mattos, 2007

NOT AT EDGEMONT!!!

“Truth in Advertising” Mission

We believe all kids can learn...

- ...based on their innate abilities and aptitude.
- ...if they take advantage of what we provide them at school.
- ...if their parents value their child's education and maintain contact with the school if they have any concerns.

Professional Learning Communities at Work, Dufour & Eaker, 1998

NOT AT EDGEMONT!!!

“Truth in Advertising” Mission

The mission of our school is to
protect the individuality and
comfort of the adults that work
here...

-Mattos, 2007

NOT AT EDMONT!!!

We know that schools are built for STUDENTS!

What is our mission?

- Talk to your table
- List a statement in 12 - 15 words which states our fundamental purpose for being...why do we exist?



- Be prepared to share! We will generate a school mission based upon contributions from all teams!

The foundation of Professional Learning Communities



Mission
Vision
Values
Goals

Day 2

There is no “instruction manual” to become a
Professional Learning Community

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Our mission at Edgemont

- Our mission is to ensure that students become proficient with basic skills to that they may be successful in their secondary education and later as productive members of society.
- Our mission is to facilitate life-long student learning so they can become literate, productive citizens.
- Our mission is to ensure the creation of intelligent, well-rounded individuals.
- Our mission is to ensure that all students will learn because of what we do.
- Our mission is to ensure that all students meet standards because of what we do.
- Our mission is to provide our students with an educational foundation that leads to higher education and a positive role in society.

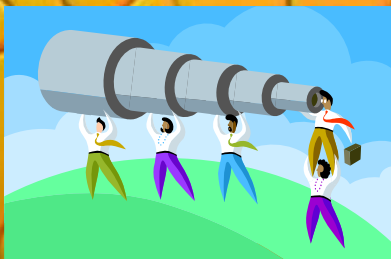


- Our mission is to ensure that all students, regardless of social status, background, primary language, or ethnicity achieve high academic standards.
- Our mission as teachers is to guide students to become life-long learners at the highest possible degree.
- Our mission is to help students to meet standards and reach their educational goals we set for them to be successful.

Vision

Mission establishes an organization's purpose.

Vision instills an organization with a sense of direction.

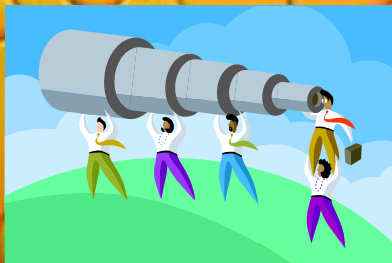


In what ways would we like our school to be significantly different five years from now than it is today?

Vision





“I refuse to accept the idea that the “is-ness” of man’s present nature makes him morally incapable of reaching up for the eternal “ought-ness” that forever confronts him.”

-Martin Luther King Jr.

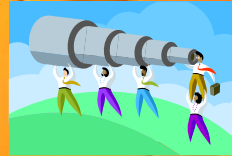


“If you don’t know where you are going, you probably aren’t going to get there.”

-Yogi Berra

				
	Mission	Vision	Values	Goals
Definition	A clear statement of purpose	Compelling picture of a preferred future that inspires action		
Essential Question	Why do we exist?	What do we wish to become?		
Focus	Fundamental purpose for being	Begin with the “end” in mind.		
Benefit	<ul style="list-style-type: none"> •Clarifies purpose •Gives meaning to work 	<ul style="list-style-type: none"> •Defines target •Gives common direction 		

Vision



Shared vision...

1. Motivates and energizes – connects daily takes to future goals.
2. Creates a proactive orientation – focus in on creating a better future
3. Gives direction to those within the organization – defines each person's role and contribution
4. Establishes specific standards of excellence – benchmarks for which we can measure progress
5. Creates a clear agenda for action – provides the bridge between the current reality and the hope for the future

Vision





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Communities – pg. 79

Take time to write “descriptors” of the future on Post-It notes. Think the following prompts:

1. What would you like to see our school become?
2. What reputation would it have?
3. What contribution would it make to students' lives?
4. What contributions would it make to the community?
5. How would staff treat each other?
6. How would students treat each other?
7. How are we interacting with parents?
8. What makes our school a great place to work?

Teams will organize their “vision” notes into categories and “label” each category.



				
	Mission	Vision	Values	Goals
Definition	A clear statement of purpose	Compelling picture of a preferred future that inspires action	Clear and agreed-to statements of attitudes, behaviors, and commitments.	Statements of action priorities that provide direction, define outcomes, and communicate expectations
Essential Question	Why do we exist?	What do we wish to become?	How will we behave?	Which steps... and when?
Focus	Fundamental purpose for being	Begin with the "end" in mind.	Collective commitments	Action Targets and timelines
Benefit	<ul style="list-style-type: none"> •Clarifies purpose •Gives meaning to work 	<ul style="list-style-type: none"> •Defines target •Gives common direction 	<ul style="list-style-type: none"> •Identifies strategies •Guides behavior •Builds ownership 	<ul style="list-style-type: none"> •Organizes improvement efforts •Creates pathway to reach targets •Establishes short-term priorities •Facilitates celebration

Edgemont's Mission

We will provide every student with an educational foundation that will prepare them for higher education. Students will become literate, life-long learners with a positive, productive role in society.



(Developed 2007-2008)



Vision



1. What would you like to see our school become?

Edgemont will become an exemplary model of academic and behavioral excellence. We will be a culturally diverse learning environment that embraces all students. We will be seen as a positive, inviting place where focus is always on student learning. There will be academic freedom in a fun environment where students will be able to do extra-curricular activities. Edgemont will continue to improve its collaborative efforts and commitment to making a difference in the academic achievement of students. We strive to be a high-achieving, CA Distinguished School meeting the highest academic standards.

Vision

2. What reputation would it have?

Edgemont would have a stellar reputation of being a successful, safe learning environment where all kids can learn. The community would see productive, forward-thinking, intelligent, well-behaved students. Teachers would be caring and committed and uphold exemplary professional behaviors to advance student achievement.



Vision



3. What contribution would it make to students' lives?

Students would gain the foundation to become responsible citizens. They would value education, become life-long learners and well-rounded individuals. Students would break the cycle of generational poverty and become productive members of society. They would return to Edgemont as adults to help support the educational programs because of how well they were treated as students.

Vision

4. What contributions would it make to the community?



Edgemont will create strong partnerships between the school and community. We will work together with parents, community members, organizations, and businesses to improve the lives of the children we serve. We will prepare students to become productive members of society by promoting literacy and academic excellence as well as social and environmental awareness.



Vision



5. How would staff treat each other?

Staff members care about the needs of ALL students. Teachers will trust and respect each other as professionals and would show genuine care and interest in each other's well being and success. They would feel free to ask each other for help and provide help to each other without stigma. Adults would treat each other with respect and understanding while setting positive examples for students.

Vision



6. How would students treat each other?

Edgemont students will treat each other with respect, support, and kindness. They provide each other with help and motivation. They act and react to each other and staff with mature choices. Students follow the Golden Rule and treat others the way they want to be treated.

Vision

7. How are we interacting with parents?

Teachers will communicate frequently and honestly with parents about students' progress. Open lines of communication will be promoted and maintained in order to ensure that a strong partnership is established between teachers and parents in the best interest of all students.





Vision



8. What makes our school a great place to work?

Edgemont continues to be an example of caring and committed teachers working collaboratively and in partnership with our students and community to promote and achieve academic excellence for all students. Staff continually conveys positive attitudes about students and the community. We focus on student learning and we focus results!

