PROFESSIONAL LEARNING COMMUNITIES

Objectives:

- Understand the concept of professional learning communities (PLC)
- Recognize the role of PL coaches
- Assimilate elements to implementation
- Identify strengths and challenges associated with PLCs
- Celebrate effective strategies as a result of PLC collaborative experiences
QUALITY
<table>
<thead>
<tr>
<th>Foundational Components of PL</th>
<th>Features of High Quality of PL</th>
</tr>
</thead>
<tbody>
<tr>
<td>▶ Collaborative</td>
<td>▶ Intensive</td>
</tr>
<tr>
<td>▶ Data-driven</td>
<td>▶ Ongoing</td>
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<tr>
<td>▶ Supports continuous</td>
<td>▶ Job-embedded</td>
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<tr>
<td>improvement</td>
<td>▶ Interactive/relational</td>
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<tr>
<td>▶ Systemic approach</td>
<td>▶ Differentiated</td>
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<tr>
<td>▶ Supportive provision of</td>
<td>▶ Elicit input &amp; feedback</td>
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<td>resources</td>
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**Characteristics of Effective PL**

Sources:
Professional Learning Communities

Sources:
Professional Development – “happens” to instructors/staff as “one size fits all”

VERSUS

Professional Learning – intended to result in “system-wide” changes in student outcomes

Professional Learning – encourages staff members to take responsibility for their own learning and role in producing student outcomes

Cultural Shift:

- Clarity of purpose
- Collaborative culture
- Collective inquiry
- Orientation to action
- Commitment to ongoing improvement
- Desire and focus on results
- Leadership that empowers/unites PLC members
- Willingness to face adversity, conflict, and anxiety to achieve goals
Professional Learning Cycle

Predicated on Stephen Kemmis’s, Deaking University’s action research model.
- Focus/Re-focus on purpose (student learning)
- Follow a core structure process
- Cultivating a culture of trust and collaboration
- Assist members in prioritizing needs
- Support and guide action plan
- Observe work and provide feedback
- Emphasize expected outcomes

**Coaches Role**

Source: 4 Ways to Build Effective PLCs, Building Professional Learning Communities, Heath, LaRena, November 13, 2017
Collaborative Care Model

Hospitals recognized as the 10 best for 2019-2020

1. Rochester - Mayo Clinic
3. Baltimore - Johns Hopkins
4. Cleveland - Cleveland Clinic
5. Los Angeles - UCLA Med. Center
6. Los Angeles - Cedars-Sinai Med. Center
7. San Francisco - UCSF Med. Center
8. Chicago - Northwestern Memorial
9. New York - N.Y.-Presbyterian
10. New York - NYU Langone

Note: RTI International produced the national rankings under contract with U.S. News.
Source: U.S. News & World Report's Best Hospitals
STRENGTHS?
Strengths

- Using evidence-based needs assessment
- United in different perspectives
- Communal understanding of goal(s)
- Collective accountability
- Ownership through “buy-in”
- Reduction in isolation of roles and responsibilities
- Continuous loop of improvement
- Cultivating a culture of trust and collaboration
Common Reasons Why PLCs Fail

- Insufficient access/analysis of information/data
- Poor “infrastructure,” e.g., scheduled meetings, use of time, facilitation...
- Insufficient/subjective leadership/facilitation
- Lack of communal “buy-in”/ownership
- Resistance to culture of trust/collaboration
- Unresolved unrelated conflict

➢ Laptops

➢ Zoom

➢ G Suite
  ❑ Cloud-based warehousing
  ❑ Google Classrooms – coaches
    ▪ Google Docs – facilitation (syn- or a-synchronously)
  ❑ Google Classrooms – providers
    ▪ Templates – 100% paperless
  ❑ Google Master Calendar (2019-20)

Technology
Keys to Success:

➢ Purpose: _______________ _______________?
➢ Collaborative _______________?
➢ Leadership/facilitation, in this case _______________?
   ❖ Structured _______________?
➢ Collective inquiry; Evidence-based _______________ & _______________?
➢ _______________ plan?
➢ _______________ & _______________ → ongoing improvement
➢ Focus on _______________?
Keys to Success:

➢ Purpose: student success
➢ Collaborative culture
➢ Leadership/facilitation, in this case coaches
  ❖ Structured process
➢ Collective inquiry; Evidence-based information & data
➢ Action plan
➢ Observation & reflection → ongoing improvement
➢ Focus on outcomes/results
YOUR STATE’S PLAN/SHARE

With the resources your state has... how could you use PLCs to leverage professional learning...leading to STUDENT SUCCESS

Share!
Jacqueline Korengel, Deputy Executive Director, KYSU
Jacqueline.Korengel@ky.gov

Lori Looney, Director of College- and Career-Preparation, KYSU at lori.looney@ky.gov

Emily Bosley, Sr. Coordinator, KYSU

Pamela Callahan, Adult Education Academy, MSU

Joanna Botts, Adult Education Academy, MSU

https://kyskillsu.ky.gov/Pages/index.aspx