





KENTUCKY
SKILLS

CREDENTIALS ▶ COLLEGE ▶ CAREER

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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





Foundational Components of PL

- ▶ Collaborative
- ▶ Data-driven
- ▶ Supports continuous improvement
- ▶ Systemic approach
- ▶ Supportive provision of resources

Features of High Quality of PL

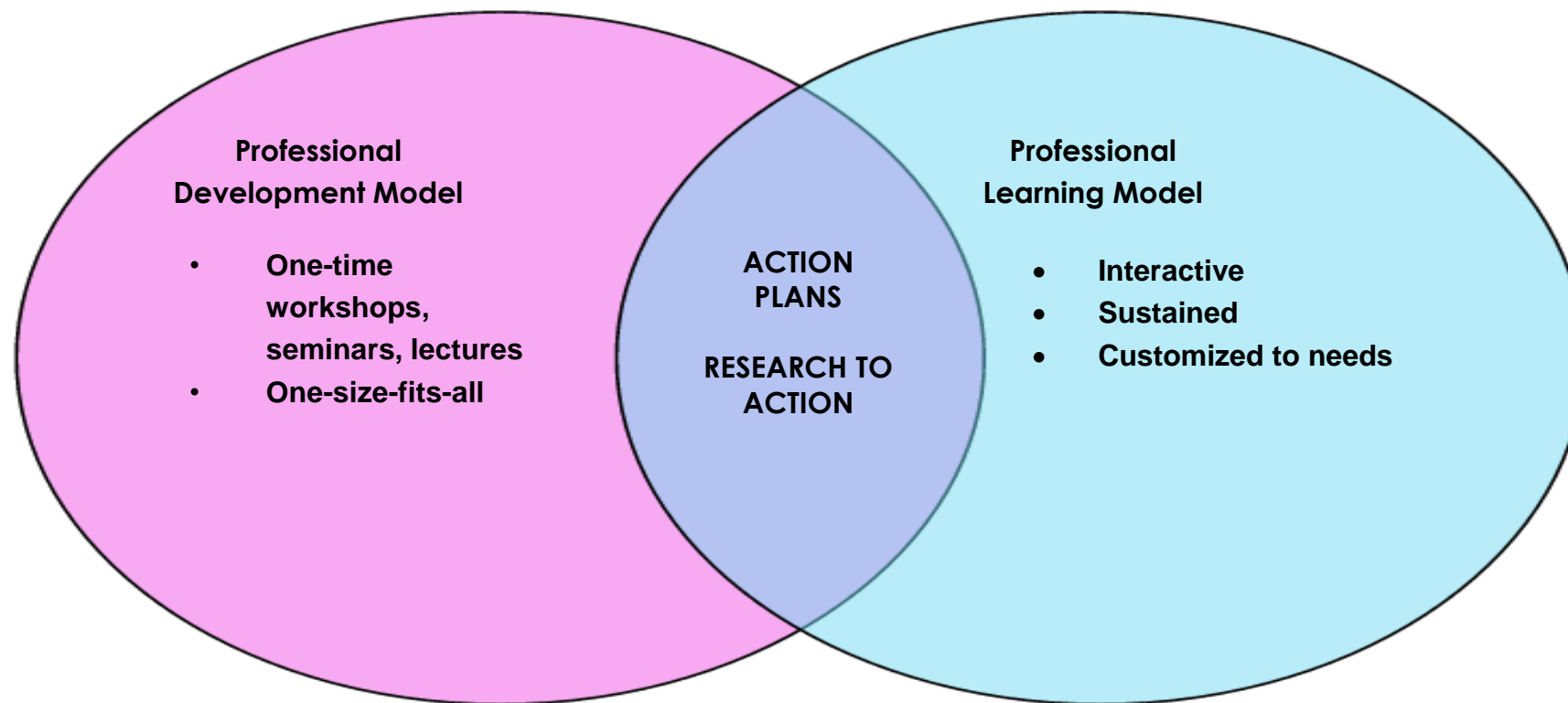
- ▶ Intensive
- ▶ Ongoing
- ▶ Job-embedded
- ▶ Interactive/relational
- ▶ Differentiated
- ▶ Elicit input & feedback

Characteristics of Effective PL

Sources:

Distinguishing Professional Learning from Professional Development, Scherff, Lisa, Regional Educational Laboratory Program, January 4, 2018.

Kentucky Skills U Professional Learning Communities Guide, Coaches' Edition, Pittman, Susan (contractor) and Adult Education Academy, Morehead State University, program year 2019-2020.



Professional Learning Communities

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- ▶ **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**

Professional Development vs Professional Learning



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



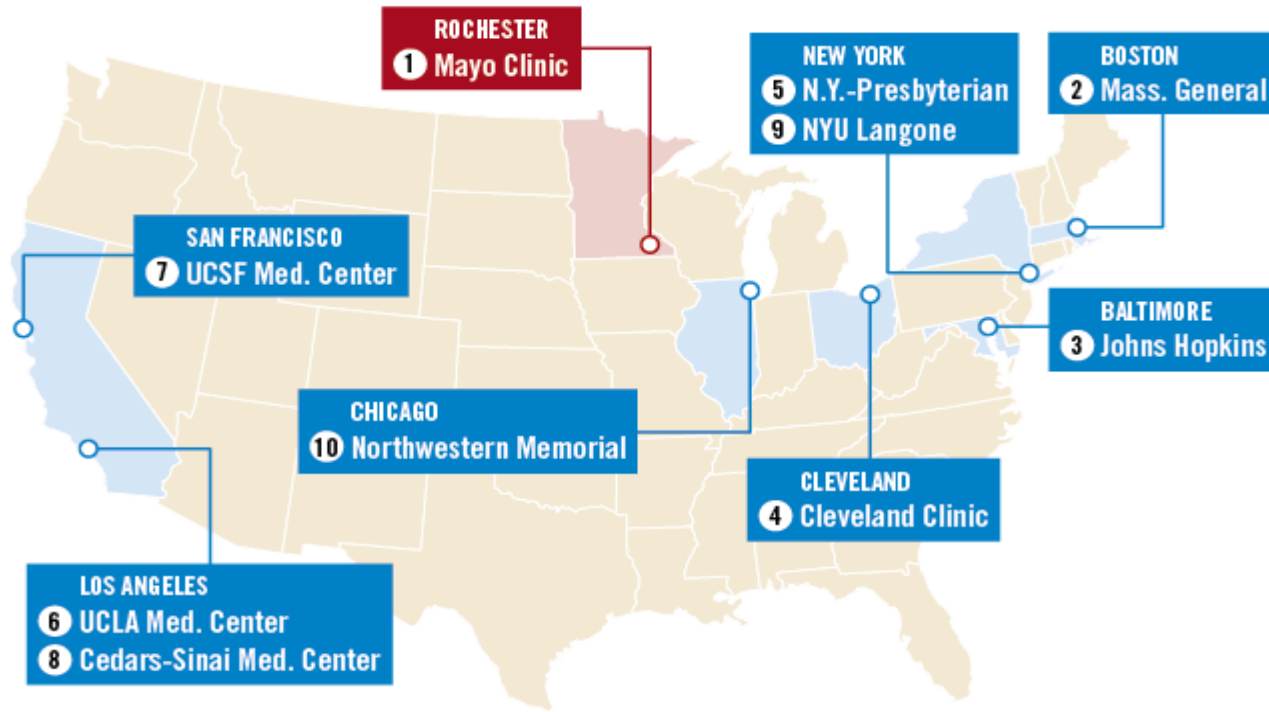
Professional Learning Cycle

- ▶ 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

Hospitals recognized as the 10 best for 2019-2020



MDedge News

Note: RTI International produced the national rankings under contract with U.S. News.

Source: U.S. News & World Report's Best Hospitals

Collaborative Care Model



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



Strengths

- ▶ 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



Common Reasons Why PLCs Fail

- 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



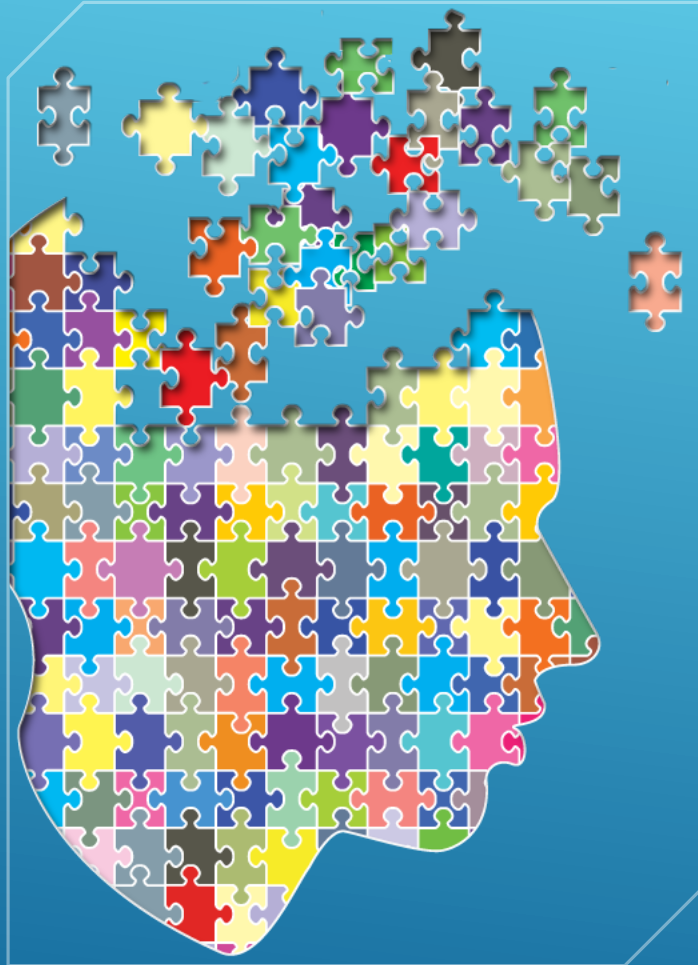
Keys to Success:

- 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!



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