



Welcome
to the
Missouri Professional
Learning Communities
Process

Summer 2014

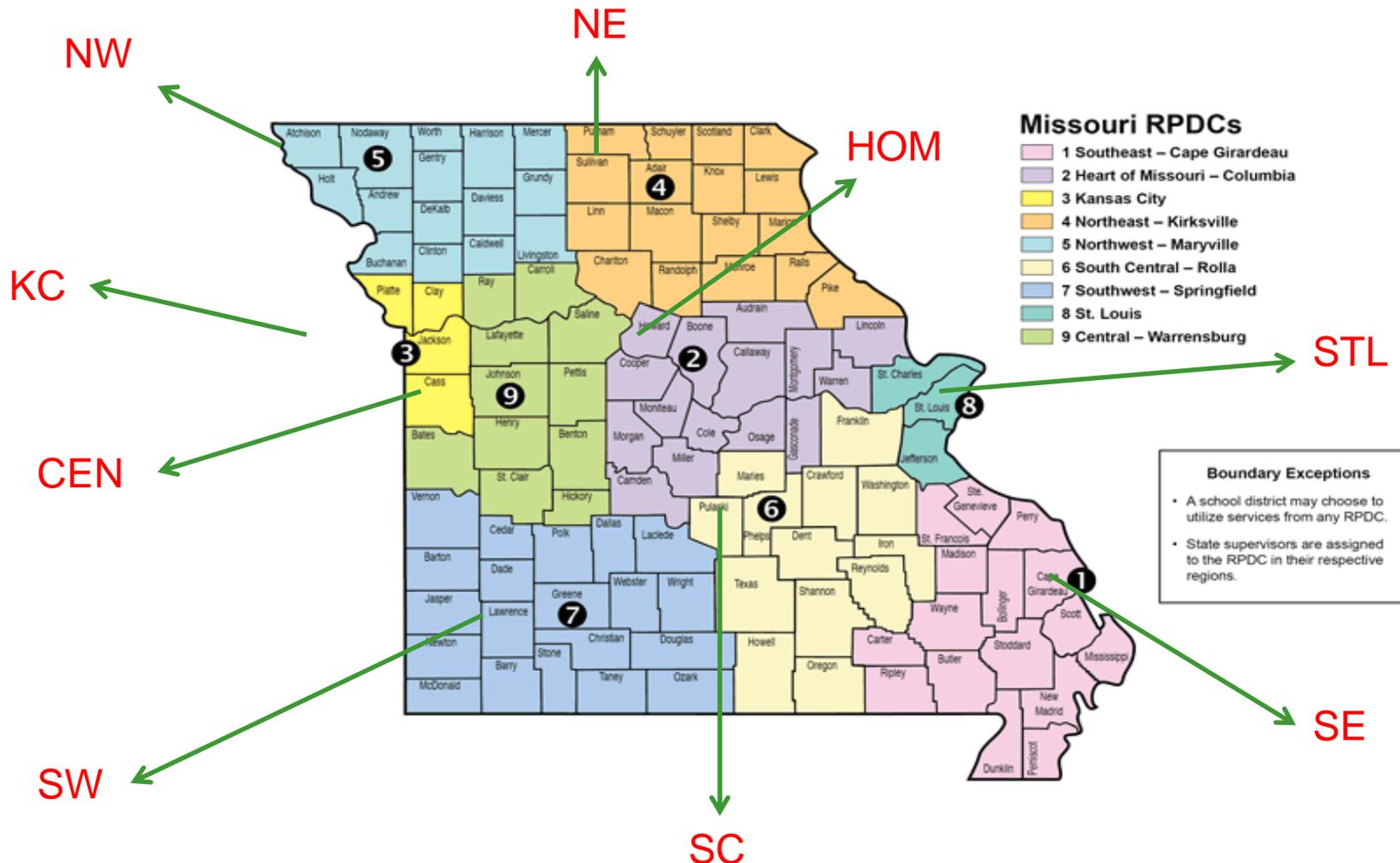
Missouri Department
of Elementary and Secondary Education

MO PLC Statewide Mission

Our mission is to support Missouri schools in building and sustaining professional learning communities where collaborative cultures result in high levels of learning for all and increased student achievement.



MO PLC Statewide Resource Specialists



Missouri PLC Project Schools FY14

Region	Year 1	Year 2	Year 3	Year 4	Year 5+	Total
Totals	39	45	65	31	82	262
1 SE	7	17	11	2	11	48
2 HOM	5	11	15	4	9	44
3 KC	9	2				11
4 NE	8	4	1	4	1	18
5 NW		4	2	7	3	16
6 SC	7		18	6	9	40
7 SW	1	3	1	4	4	13
8 StL	1	1	17	5	42	66
9 CEN	1	4		1		6

The Three Big Ideas of a Professional Learning Community

A Focus on Learning ...

We believe ALL children can learn

AND, ... we take responsibility for their learning.

Building a Collaborative Culture ...

We work together to achieve our collective purpose through the development of high performing teams.

Results Orientation...

We use timely formative assessments to measure student learning and make data-informed instructional decisions providing the time and supports necessary to ensure learning.



PLC – a process not a program

Professional learning communities is a process for schools to use in order to develop a comprehensive tiered level of support for students – all students.

This support system is comprehensive in that it promotes

- identifying essential learnings, and
- developing common formative assessments, for
- continuous screening of students in an exact manner, so as to promote the success of each student.

This screening and monitoring process is systematic throughout the school year and provides interventions that are timely and specific – targeted and directive – applied to **all** students when needed and appropriate for **each** student.



The Four Corollary Questions of a Professional Learning Community

1. What do we want children to learn?
2. How do we know when they have learned?
3. What do we do when they haven't learned?
4. What do we do when they have learned?

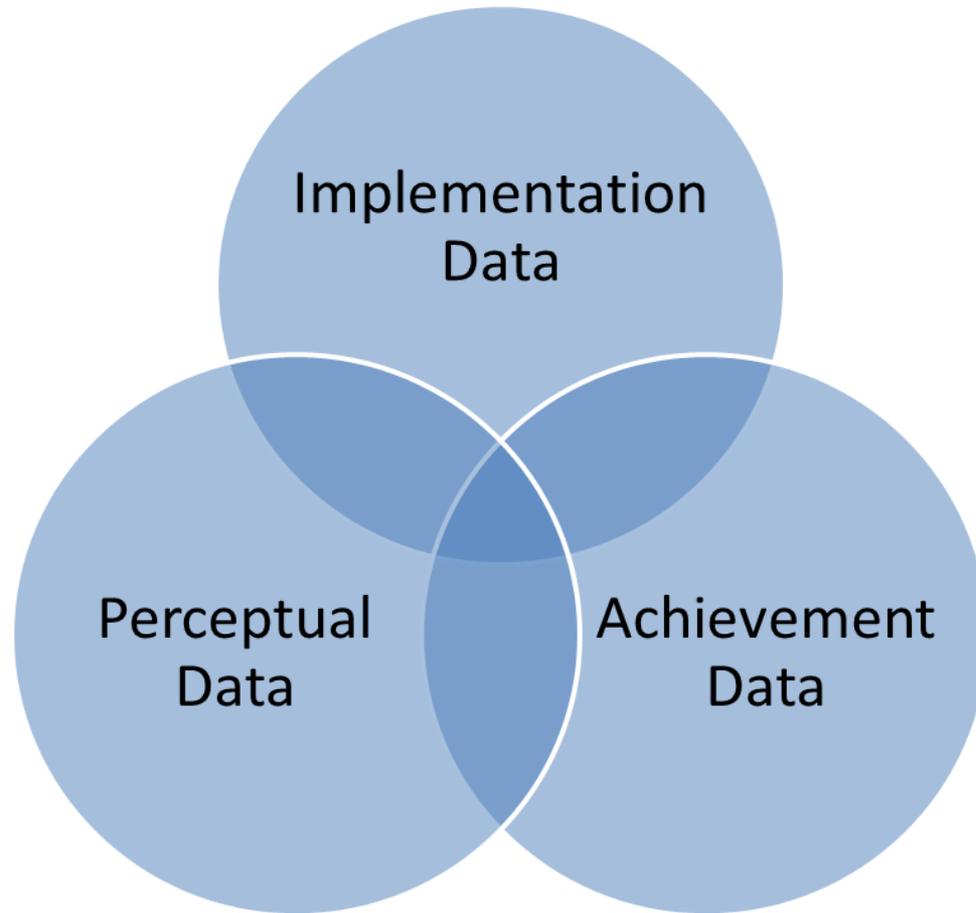


The 8 Strands of the Missouri PLC (MO PLC) Statewide Curriculum

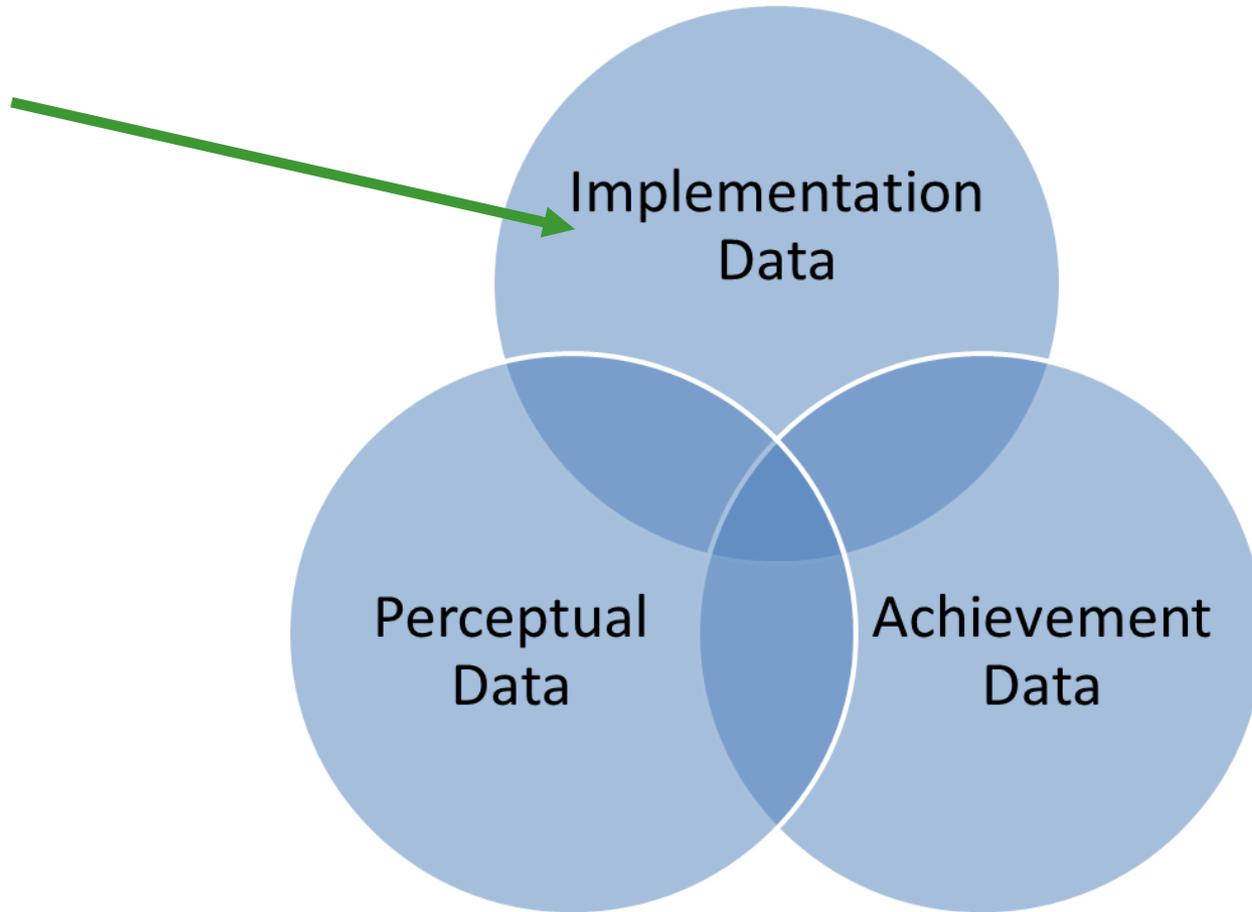
1. Foundation for Learning Community Culture
2. How Effective Building-Level Leadership Teams Work
3. Administrative Leadership
4. How Effective Teams Work
5. What Students Need to Know and Do
6. Assessment For/Of Learning
7. Systematic Process for Intervention/Student Success
8. Continuous Improvement



Monitoring our Results



Monitoring our Results



PLC Implementation Rubric

MO PLC Implementation Rubric

Revised: December, 2012

Assessment Dates: Pre- _____ Interim(s)- _____ Site Review- _____

School Name: _____ Region: _____

Strand #1: Foundation for Learning Community Culture		Partial	Minimal or No
Strand #2: How Effective Building-Level Leadership Teams Work		Deep Implementation	Proficient Implementation
A. Mission	A. Shared Leadership	Deep Implementation	Proficient Implementation
B. Vision	B. Meeting Conditions	Deep Implementation	Proficient Implementation
C. Values / Commitments	C. Communication	Deep Implementation	Proficient Implementation
D. SMART Goals	D. Progress Monitoring	Deep Implementation	Proficient Implementation
	E. Feedback to Teams	Deep Implementation	Proficient Implementation
Strand #3: Administrative Leadership (Duties, responsibilities, and expectations of an administrative leader in the PLC process)		Deep Implementation	Proficient Implementation
Strand #4: How Effective Teams Work		Deep Implementation	Proficient Implementation
Strand #5: What Students Need to Know and Do		Deep Implementation	Proficient Implementation
Strand #6: Assessment for/of Learning		Deep Implementation	Proficient Implementation
Strand #7: Systematic Process for Intervention/Student Success		Deep Implementation	Proficient Implementation
Strand #8: Continuous Improvement		Deep Implementation	Proficient Implementation

Foundation for Learning Community Culture

How Effective Building-Level Leadership Teams Work

Administrative Leadership

How Effective Teams Work

What Students Need to Know and Do

Assessment for/of Learning

Systematic Process for Intervention/Student Success

Continuous Improvement



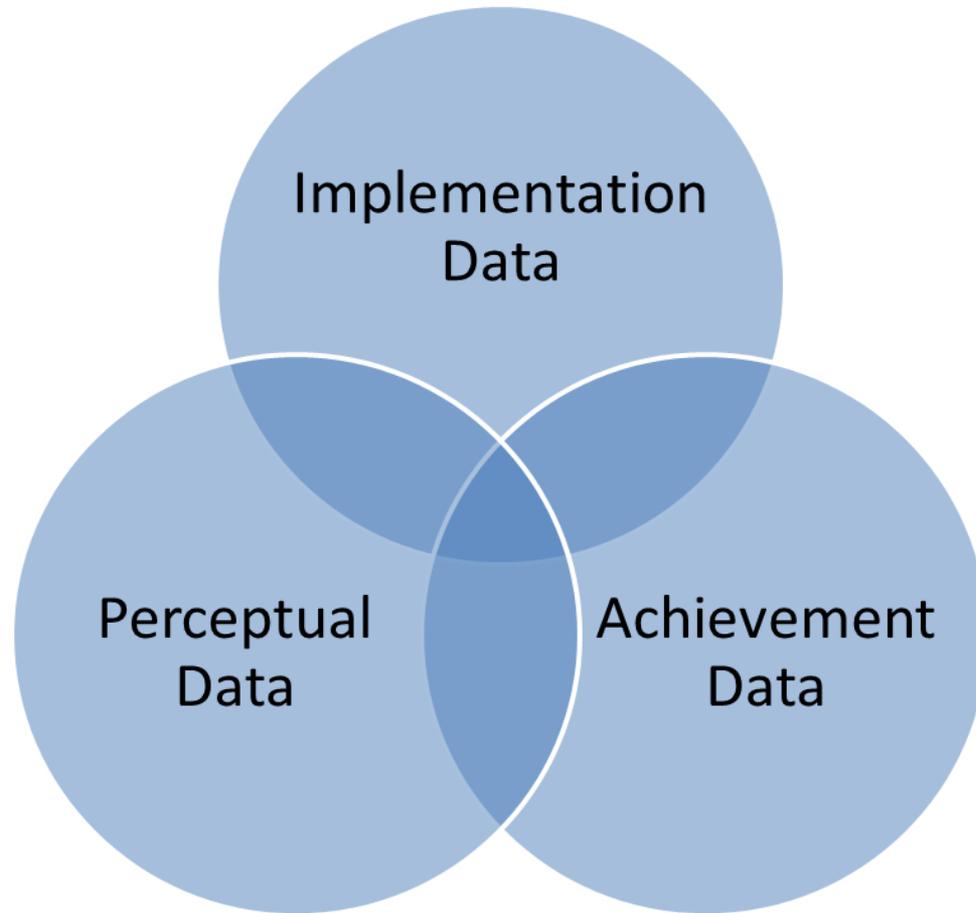
Why Measure Implementation

“Depth of implementation is most clearly related to gains in student achievement for Professional Learning Communities, Missouri Preschool Program, the Missouri Reading Initiative, and School-wide Positive Behavior Support.”

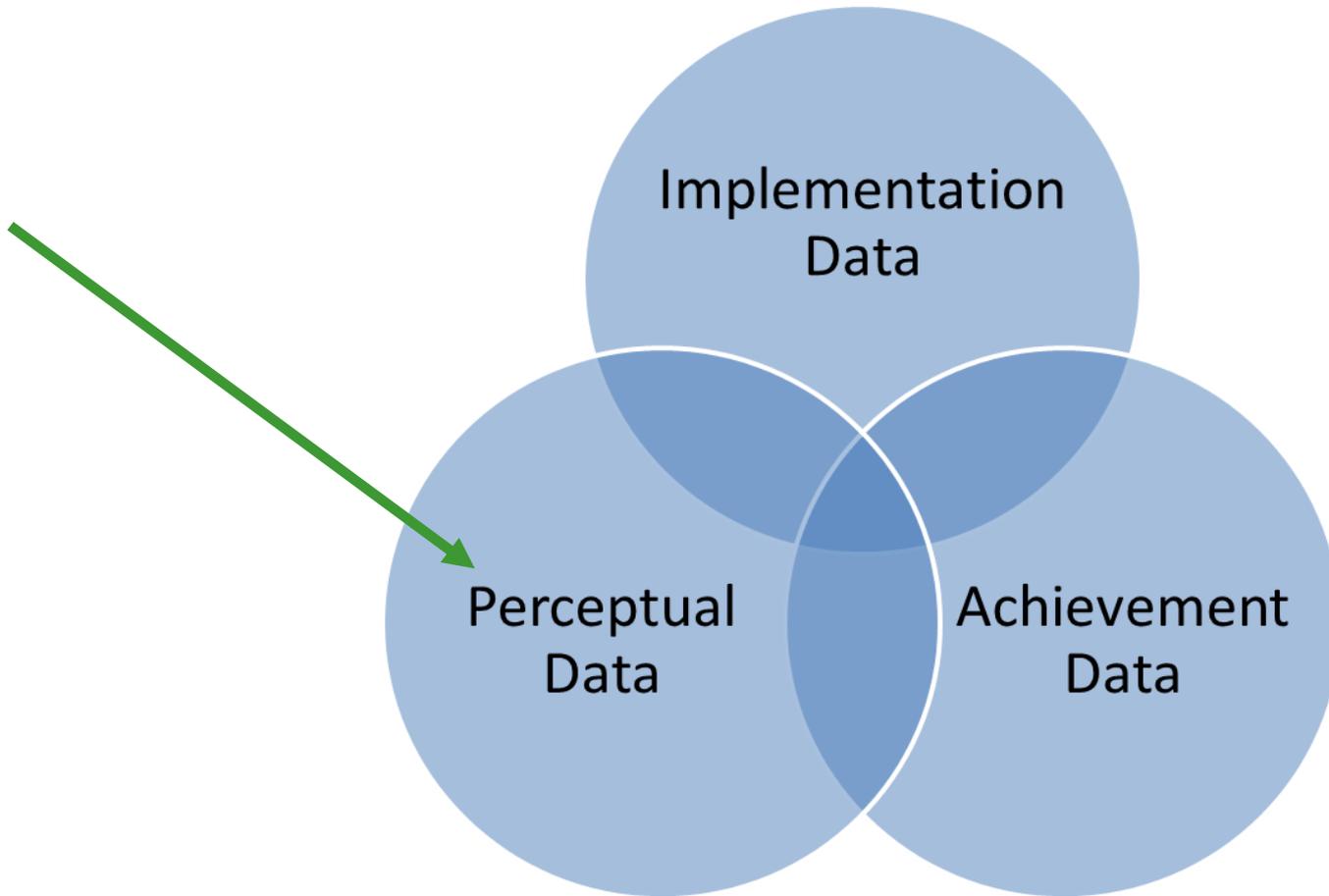
Missouri Department of Education Implementation Audit™ -- Leadership and Learning State Board Report – May 2010



Monitoring our Results



Monitoring our Results



Benchmark Assessment Tool Summary

Collaboration
 Student Learning
 Teacher Learning

PLC Practice	In Place with Consensus	In Place without Consensus	Partially in Place w/ Consensus	Partially in Place without Consensus	Not in Place with Consensus	Not in Place without Consensus					
Collaboration	13	2	0	0	0	0					
Student Learning	11	2	0	0	0	0					
Teacher Learning	1	4	0	0	0	0					
Subtotals	25	8	0	0	0	0					
	x5	x4	x3	x2	x1	x0					
TOTALS	125	32	0	0	0	0	=	157	Benchmark Index Score		
								25/33= 76%	Practices in place with consensus		
Benchmark Indicator	Practice	Survey/ Interview	Response					Consensus Items (80% or >)	Benchmark met (+/-)	Emerging Benchmark (+/-)	
			Yes, in place		Partially in place		Not in place				
			Deep	Proficient	Partial	Minimal	Limited	No			
COLLABORATION											
C1	School mission and vision was collaboratively developed to focus on student learning.	Mission & vision guides decisions and actions of school, focusing on student learning.	S1	23		1		0		95.83%	+
		Mission & vision were developed collaboratively.	L1	3	2	0	0	0	0	100.00%	
		When & how mission & vision were developed/reviewe	L2	5	0	0	0	0	0	100.00%	
		Mission & vision focus on student learning and are collaboratively reviewed at least annually.	A1	0	1	0	0	0	0		

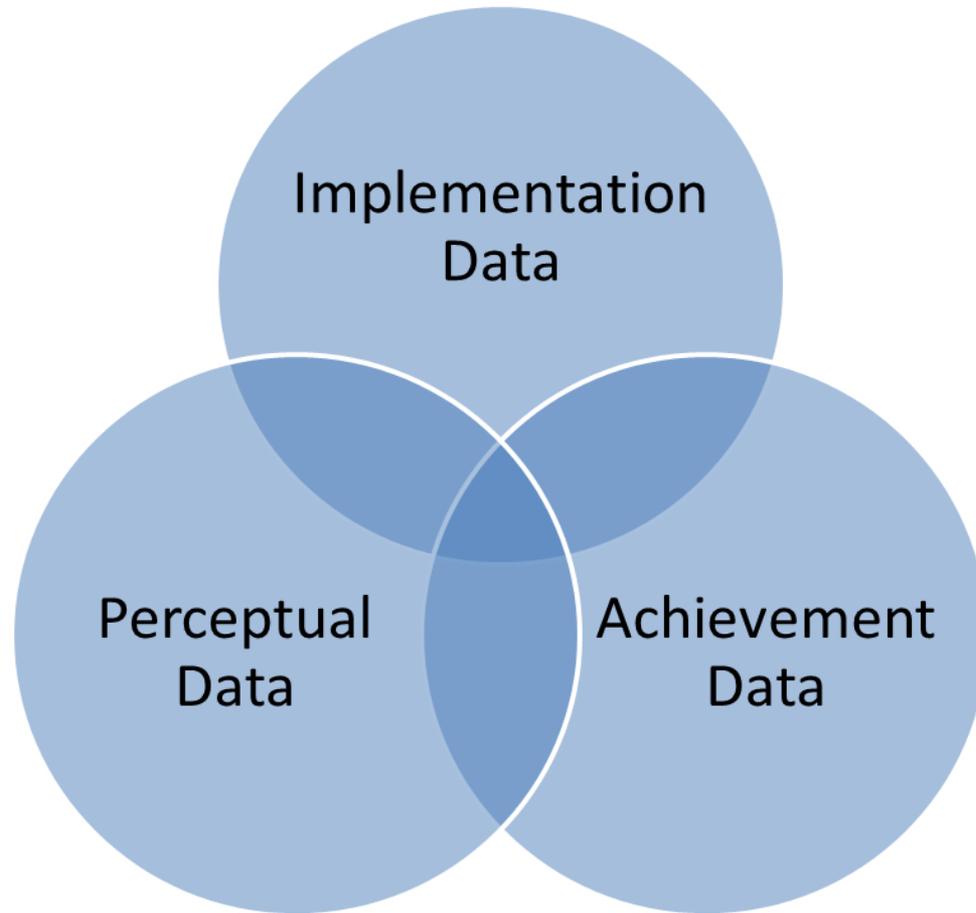
Mission/Vision
 Belief in Process
 Collaborative Climate
 Shared Decisions
 Organized Collaboration

Staff Self-Monitoring
 Reflection of Practice

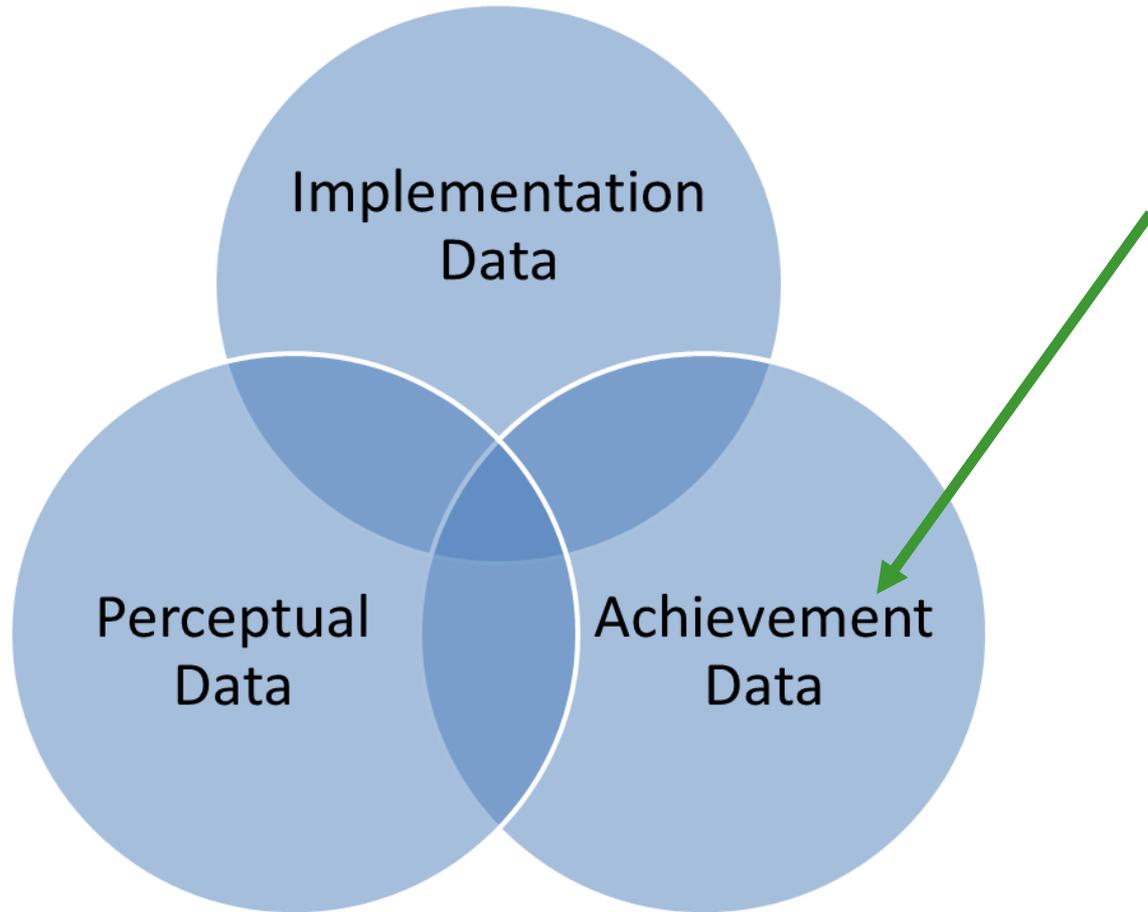
Use of Achievement Data
 Focus on ELOs
 Instructional Strategies
 Assessment
 Intervention



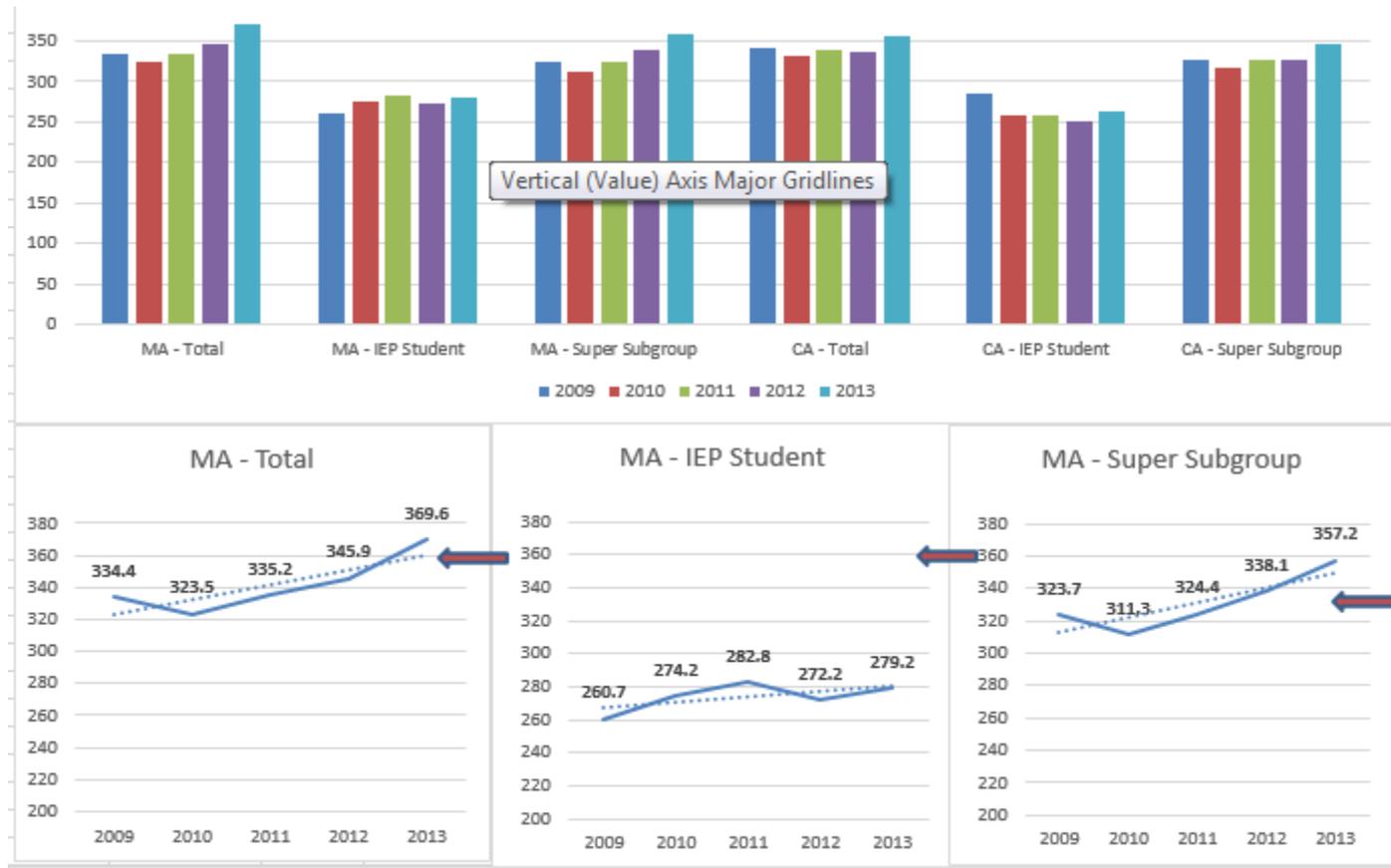
Monitoring our Results



Monitoring our Results



Monitoring Achievement Data



Learn from those doing it well!

Exemplary PLC Schools

Since 2010, the Missouri Professional Learning Communities Project has recognized 45 schools who are implementing the tenets of professional learning communities at an exemplary level.



http://www.mopl.org/

Missouri Professional Learning Communities



Learn from our 2014 Exemplary PLC Schools!

[View their stories here.](#)

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2015 Powerful Learning Conference Call for Proposals!

[Download the fillable form here.](#)

Our mission is to support Missouri schools in building and sustaining professional learning communities where collaborative cultures result in high levels of learning for all and increased student achievement.

We are a school improvement initiative sponsored by the Missouri Department of Elementary and Secondary Education, currently supporting over 250 schools in Missouri.



Tweets

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Ken Williams @unfoldthesoul

17 Jun



Learning from Exemplary Schools!

Missouri Professional Learning Communities

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2014 Exemplary Schools

Congratulations!

Select a school below for more information. Check back often as we continue to add resources from these schools.

[Virginia E. George Elementary School, Albany R-III](#)

[Cold Water Elementary School, Hazelwood](#)

[Jackson Senior High School, Jackson R-II](#)

[South Elementary School, Jackson R-II](#)

[Reed Elementary School, Ladue](#)

[Lebanon Senior High School, Lebanon R-III](#)

[Logan-Rogersville Primary School, Logan-Rogersville R-VIII](#)

[Lonedell Elementary School, Lonedell R-XIV](#)

[So. Boone High School, So. Boone R-I](#)

[Steelville Elementary School, Steelville R-III](#)

[Trenton Senior High School, Trenton R-IX](#)

[Union Star Elementary School, Union Star R-II](#)

[Freedom Elementary School, Waynesville R-VI](#)

[Thayer Elementary School, Waynesville R-VI](#)

[Wood Elementary School, Waynesville R-VI](#)



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Lebanon Senior High School, Lebanon R-III



Resources from Lebanon High School

Building School Improvement Plan

For the past two years, LHS has built our Building School Improvement Plan around Strands 5-7 of the PLC Implementation Rubric. This has provided a greater focus to our work.

Knowing-Doing Plans

The Lebanon School District began using Knowing-Doing Plans two years ago. The information contained in the plans is very similar to what is on a SMART goal, but it allows us to have a finer focus on our work. Teams use their data to identify up to three areas of weakness and then develop a plan to address those areas. If an individual member of a team has data showing different areas of weakness, they use the right hand side of the form to develop a

PLC Implementation Journey

Data confirm that students at Lebanon High School are making significant progress from one grade level to another. With a strong sense of urgency and purpose, Lebanon High School has successfully implemented continuous improvement strategies that have led to increasing student achievement. After joining the Missouri Professional Learning Communities Project in 2008, the school has worked in earnest to eliminate student failure by cultivating a climate of job-embedded collaboration, staff interdependence and shared governance. The school attributes its success, including recognition from DESE for being Missouri's only Gold level PBIS School of Excellence (two consecutive years), to the PLC model and to its unrelenting quest to become the best high school in



Example from Lebanon HS

KNOWING AND DOING PLAN

GRADE:

COURSE/CONTENT:

NAME:

GRADE/CONTENT	INDIVIDUAL TEACHER
AREAS OF CONCERN: (No more than 3) 1. 2. 3.	AREAS OF CONCERN IF DIFFERENT: 1. 2. 3.
ACTION STEPS	ACTION STEPS
Within three weeks (October PD day)	Within three weeks (October PD day)
Within two months (November PD Day)	Within two months (November PD Day)
By the end of the semester (January PD Day)	By the end of the semester (January PD Day)
By the end of the school year	By the end of the school year
DESIRED RESULTS/EVIDENCE	DESIRED RESULTS/EVIDENCE
PD NEEDS:	PD NEEDS:



Contact Us

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