



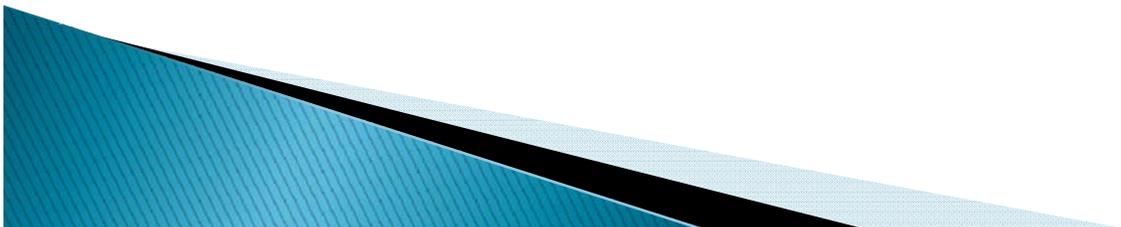
A Missouri Department of Elementary & Secondary Education  
School Improvement Project

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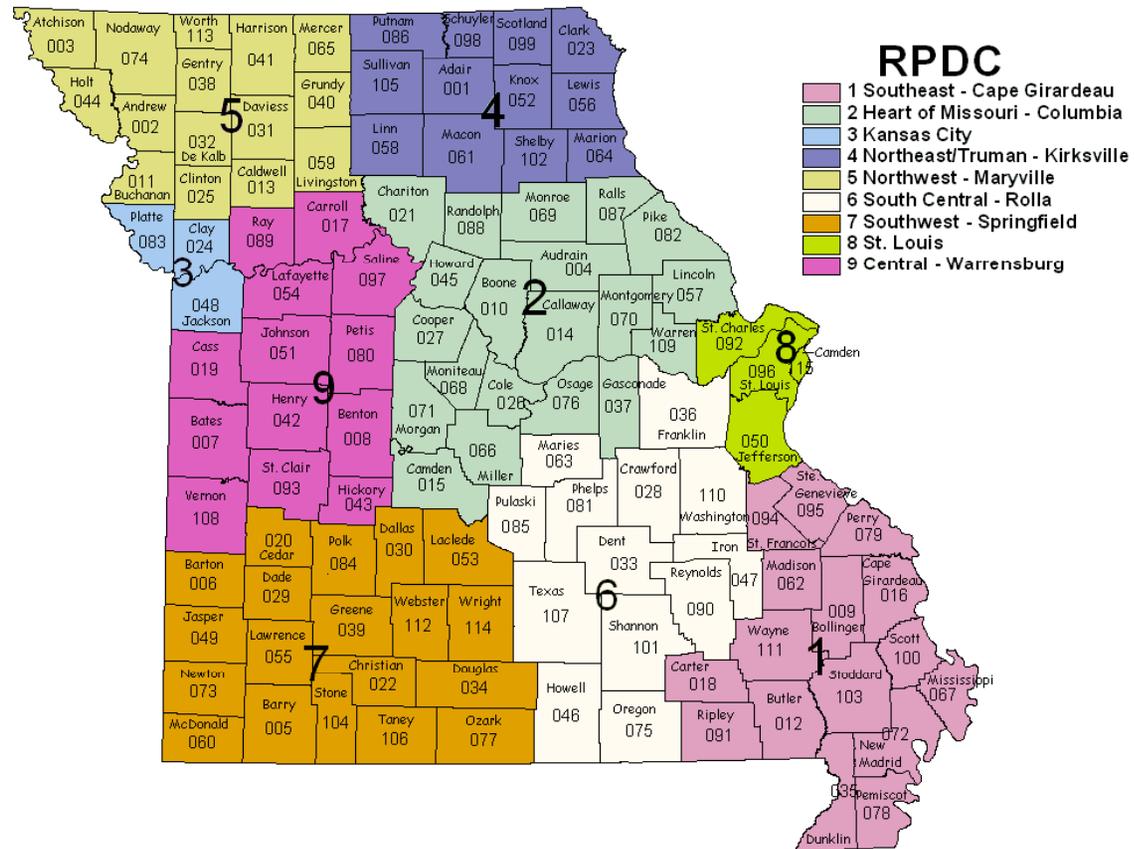


**The Missouri PLC Project is a state-wide school improvement initiative supported by federal funds and accrued program income working through the regional centers to assist in a state-wide system of support for schools in Missouri.**

The Missouri PLC Project evolved from the MO Accelerated Schools Project. It began in 2003-2004 with just a handful of schools and a few resource specialists. Since its inception, over 400 schools have been involved in the Missouri Professional Learning Communities Project.



# Missouri PLC Project ...





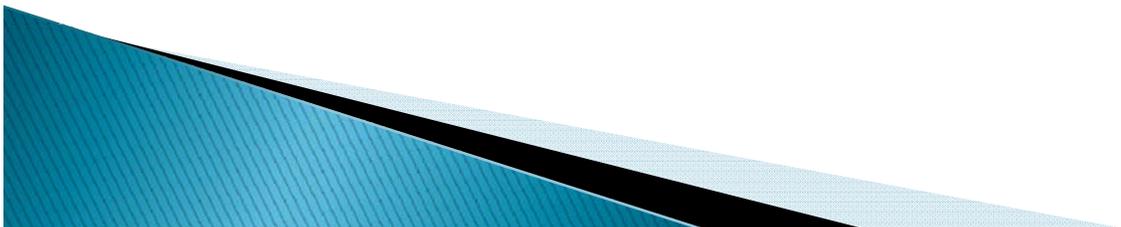
## Mission

Our mission is to build a sustained culture for learning in Missouri schools through the professional learning communities process.

## Vision

It is our vision to...

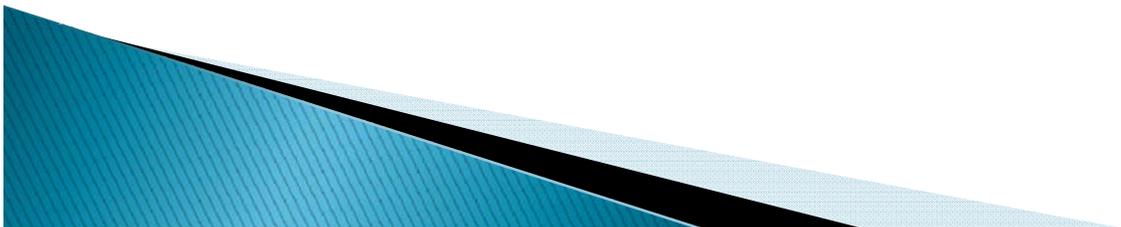
- Be a nationally recognized model for a statewide school improvement initiative.
- Be a respected authority for establishing a focus on learning, creating a collaborative culture, and developing a results orientation in schools.
- Be reputable, trained and credible experts who provide high quality professional development.



During the current year, the MO PLC Project ...

- had 27 PLC resource specialists serving schools across the state;
- created a PLC Statewide Management Team – adding Field Coordinator and a Web/Data Consultant;
- added 87 new schools to the PLC Project in 2010 – 2011;
- worked with a total of 278 schools involved in the 3-year process model;
- conducted over 200 scheduled trainings for MO PLC Project schools;
- provided numerous on-site school visits for technical support and assessment;
- worked collaboratively with other regional consultants – particularly Special Ed consultants and SW-PBS consultants in planning and providing support for schools – particularly struggling schools.

We are currently “district-wide” in 63 districts across the state.



## Three Big Ideas of Being a PLC

### Focus on Learning ...

We believe ALL children can learn  
AND, ... we take responsibility for their learning.

### Build a Collaborative Culture ...

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

### Results Orientation...

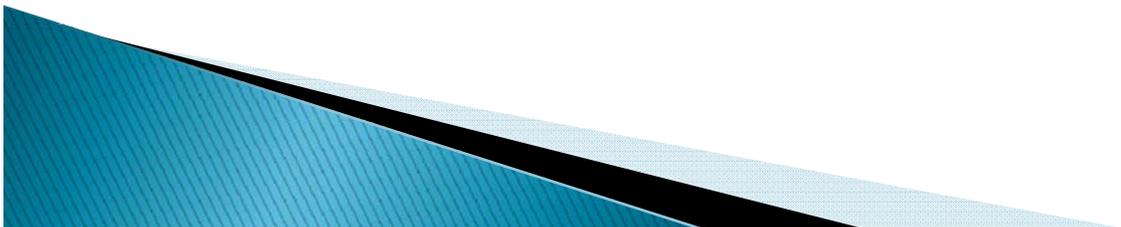
We use timely, common formative assessments to  
measure student learning and provide the time and  
support to ensure learning.



# 4 CRITICAL COROLLARY QUESTIONS

If we truly believe all kids can learn...

- **What is it we expect them to learn?**  
(Essential learning outcomes)
- **How will we know when they have learned it?**  
(Formative assessments – using common assessments to drive instruction)
- **How will we respond when they don't learn?**  
(Appropriate and timely interventions)
- **How will we respond when they already know it?**  
(Enrichment)

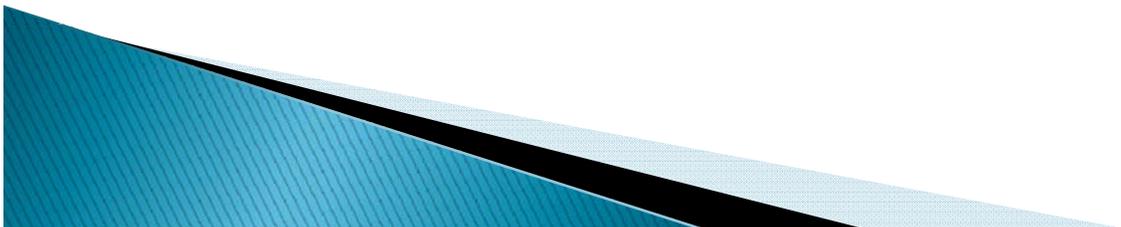


Professional Learning Communities is a process for schools to use in order to develop a comprehensive tiered level of support for students – all students.

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.

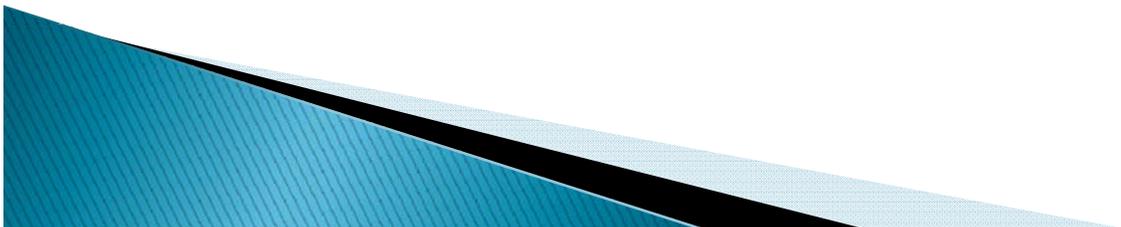
This screening and monitoring process is systematic throughout the school year and provides interventions that are timely and specific – targeted and directive – applied to **all** students when needed and appropriate for **each** student.





# MO PLC Project Components

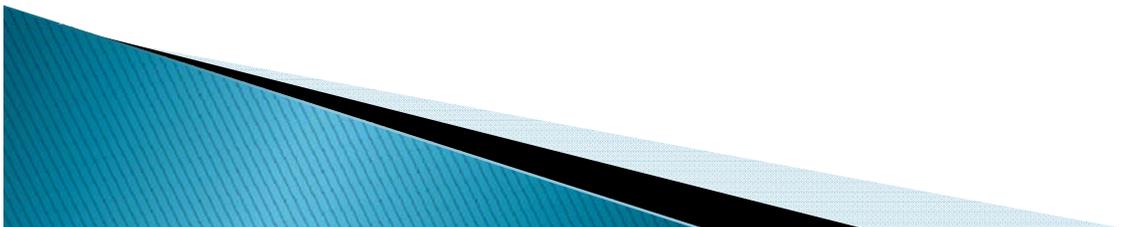
- Partnership Agreement and Application
- Summer Academy
- Leadership Team Trainings
- Additional Administrator Trainings
- Powerful Learning Conference
- Scheduled and Targeted On-site Visits
- Ongoing Technical Support and Resources
- Progress Monitoring and Implementation Assessments





## MO PLC Revised Curriculum

- **Foundation for Learning Community Culture**
- **How Effective Teams Work**
- **Building Leadership Teams**
- **Administrative Leadership**
- **What Students Need to Know and Do**
- **Assessment**
- **Systematic Process for Intervention/Student**



## Newly Revised MO PLC Implementation Assessment Tools

The **Implementation Rubric** has been designed to be used as a pre-assessment and a post-assessment document. It can also be used periodically throughout the training process for leadership teams to self-monitor their implementation progress.

The **Formative Implementation Checklist** is an informal monitoring probe to be used by resource specialists during regular on-site visits. It is referenced a minimum of two times per year in schools with higher capacity for implementing the PLC process up to multiple times throughout the process, depending on a school's capacity to implement.

The **PLC Benchmark Assessment Tool** is an online survey and interview administered to all project schools on an annual basis serving two purposes: 1) providing state-wide data regarding the level of MO PLC process implementation of schools across the state of Missouri; and 2) providing specific assessment information for resource specialists to use with schools as they monitor individual school progress toward PLC implementation.



Professional Learning Communities (PLC) Defined:  
“Educators are committed to working **collaboratively**  
in ongoing processes of **collective inquiry** and **action**  
**research** in order to achieve better **results** for the  
students they serve.”

DuFour, DuFour, Eaker, & Many (2006)

### **Educational Researchers Who Endorse PLC Concepts**

Roland Barth	Richard Elmore	Jonathan Saphier	Michael Fullan
Doug Reeves	Richard Stiggins	Fred Newmann	Gary Wehlage
Sharon Kruse	Milbrey McLaughlin	Joan Talbert	Mike Schmoker
Carl Glickman	Paul Byrk	Andy Hargreaves	Karen Seashore Louis
Joan Little	Dennis Sparks	Shirley Hord	Robert Marzano
Thomas Sergiovanni	Art Wise	Dylan Wiliam	Phil Schlechy
Linda Darling-Hammond			

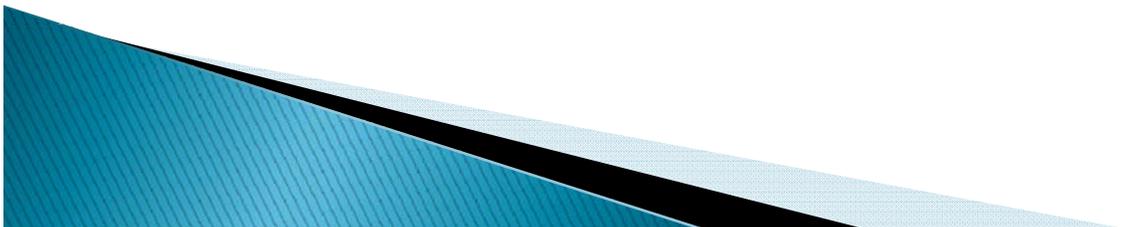
To access both quantitative and qualitative research on PLCs, go to

[www.allthingsplc.info](http://www.allthingsplc.info)

**Missouri Department of Education  
Implementation Audit™**

**A Collaborative Project  
Between the  
Missouri Department of Education and  
The Leadership and Learning Center**

May 21, 2010



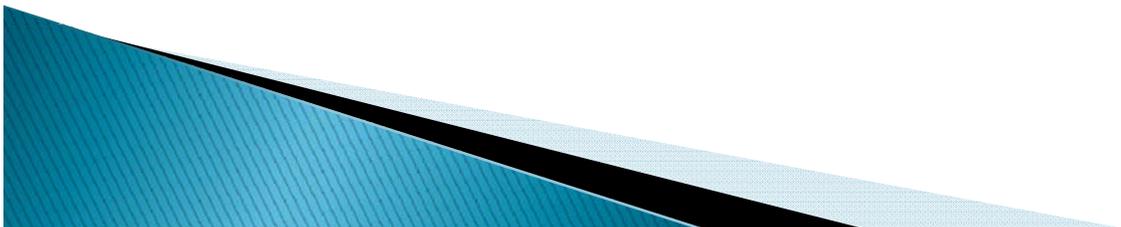
**Depth of implementation is most clearly related to gains in student achievement for Professional Learning Communities, Missouri Preschool Program, the Missouri Reading Initiative, and School-wide Positive Behavior Support.**

**Of all of the initiatives that were reviewed in this study, Professional Learning Communities appear to have the greatest potential impact on student achievement – when schools are “deeply implementing” the PLC process.**



## Best Practices Identified in Reeves's Audit

- A common day and time for Professional Learning Communities to meet.
- PLCs identifying essential learning outcomes.
- Establishing a structure to follow during PLC meetings including actions such as analyzing student work, creating SMART goals, and determining instructional strategies.
- The use of common formative assessments.
- A well respected Professional Learning Communities train-the-trainer model offered by the Regional Professional Development Centers.



Research has demonstrated that schools organized as professional learning communities, have improved outcomes for both staff and students.

For Staff ...

- Reduction of isolation of teachers
- Increased commitment to the mission and goals of the school
- Shared responsibility for the total development of students
- Collective responsibility for students' success
- More satisfaction and higher morale, and lower rates of absenteeism
- Higher likelihood of undertaking fundamental, systemic change

For Students ...

- Decreased dropout rate and few classes “cut”
- Lower rates of absenteeism
- Increased learning that is distributed more equitably across all curricula
- Larger academic gains in math, science, history and reading than in traditional schools
- Smaller achievement gaps between students from different backgrounds.

Hord (1997)



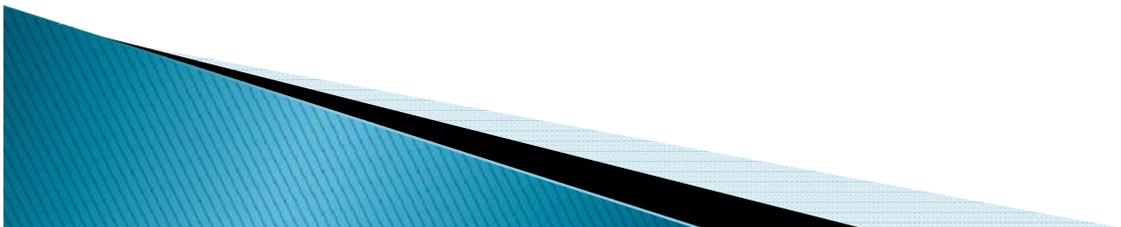
## Schools and Districts Recognized as Exemplary Professional Learning Communities

2009-2010

- Francis Howell School District
- Grain Valley School District

2010 – 2011

- Buchanan County School District  
Rushville Elementary & DeKalb Jr/Sr High
- Dewey Elementary – Chillicothe School District
- Hallsville Intermediate – Hallsville School District
- Hallsville High School – Hallsville School District
- Lathrop Elementary – Lathrop School District
- Robinson Intermediate – Aurora School District

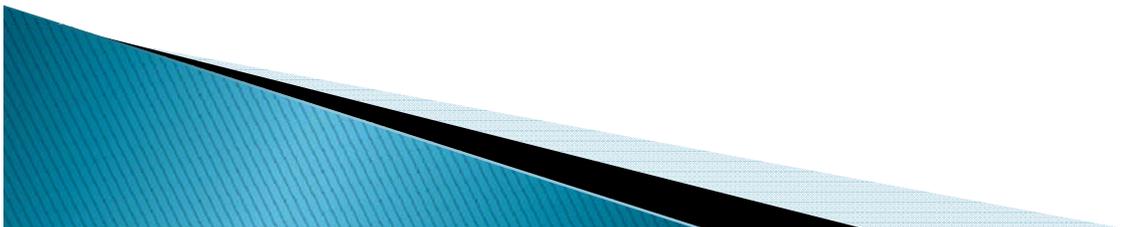


## 2011 MO PLC Exemplary Schools ... What do they say?

**Lathrop Elementary** utilized the PLC process to ...become a school focused on data and making education decisions based on our students' academic needs.

The **Hallsville High School** PLC journey .... Focusing on the four corollary questions of a PLC, we have been able to improve what we want our students to learn. Everything we do in our weekly collaboration meetings always comes back to one of the four questions.

Dewey Elementary ... Our PLC quest has been to learn the most we can about what great schools do, implement best practices, have a laser-like focus on each student and his/her needs, and use data to make decisions about instruction. Collaboration has been key in working smarter and doing better things for students. Our results have improved because teachers have worked interdependently to address the four corollary questions, so that teachers and students know the targets.



## More Data from MO PLC Exemplary Schools AYP – % Proficient & Advanced

Buchanan County – (District wide PLC)				
Rushville Elementary				
		Comm Arts		Math
	2007	41		
	2010	52		
DeKalb Jr and Sr High				
	2007		47	
	2010	57	57	58

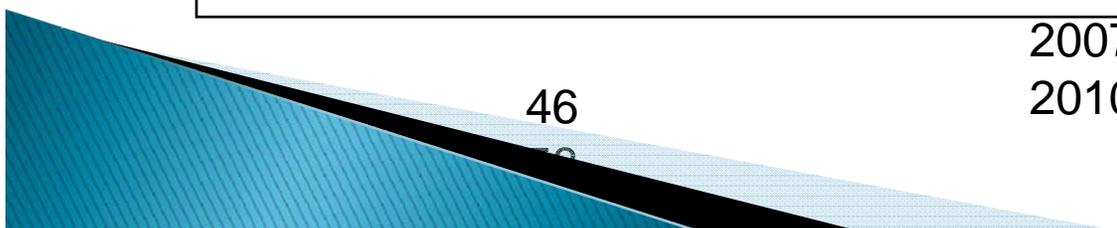
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Robinson Intermediate – (Aurora School District)								
		Comm Arts				Math		
		Grade 4	5	6		Grade 4	5	6
	2007		48	44		45	47	49
	2010		53	54		49	60	65

2007

2010

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For more information on the MO PLC Project, please visit:

<http://www.dese.mo.gov/divteachqual/sii/prolearning>

or <http://www.mopl.org>

THANKS!!

