

BUILDING PROFESSIONAL LEARNING COMMUNITIES THROUGH 3-2-1

Richard Elmore (2007) suggests that improving group performance depends on whether members choose to act like professionals. Professionalism requires us to focus on specific professional practices rather than individual personal attributes. By consolidating their expertise toward a common goal, team members treat professional knowledge as collective rather than individual.

How can educators get to know each other and learn to appreciate one another's strengths and weaknesses? Very rarely is a team instantly ready and willing to work together openly and effectively. Teams may struggle when members approach a new situation with different levels of experience or engagement.

This tool can be used in person or through e-mail to begin to establish a group's shared understanding of concepts, visions, and goals. If you use the tool by e-mail, suggest that participants "reply all" with their responses to start a conversation before a face-to-face meeting takes place.

Name: _____



3. Name three times you've been wowed by staff or students this year.

- _____
- _____
- _____

2. Name two of your proudest professional accomplishments from this year.

- _____
- _____



1. Name one thing you really struggled with this year. How do you plan to use it as a learning experience?

- _____
- _____

Reference: Elmore, R. (2007, Summer). Let's act like professionals. *JSD*, 28(3), 31-32.

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