Strengthening Educator Practice
Learning & Inquiry in PLCs

UPDATED Information
August 2021
Context

Changing Conditions

Opportunities
Why structure the network as a community of practice?

The collective responsibility (shared and mutual commitment) among professional educators serves both individual and communal learning at all levels of the education system.

- maintain a focus on the shared problem
- accelerate the improvement process.

Bowman, 2021; Bryk et al., 2015; Campbell et al., 2016; Hargreaves & O’Connor, 2018; Hite et al., 2010, Rincón-Gallardo & Fullan, 2018; Wenger et al., 2002
Why continuous improvement?

“Learning organizations” intentionally and continually pursue getting better at what they do.
"Every system is perfectly designed to get the results it does." – W. Edward Deming & Paul Batalden

If we are going to change a system

SEE what the system is producing

ENGAGE with others to design something different

ACT

Source: National Equity Project, “What if We Don’t Return to School as Usual” by Hugh Vasquez
Why a focus on PLCs?

An Authentic Professional Learning Community

“The professional learning community is the most powerful structure and strategy for enhancing educators’ effectiveness and increasing students’ successful learning.”

“Improvement requires exchanging what is not working for something that has the potential to do so — this means making a change — and to change requires learning what the change is and how to use it.”

Shirley Hord
Learning Forward Scholar & Laureate

DuFour & Eaker, 1998; Hargreaves & O'Connor, 2018; Hord, 1997; Learning Forward, 2015; Stoll et al., 2006; Vescio et al., 2008
How do we assess and redesign professional learning communities in a way that utilizes the evidence base for collaborative inquiry to build an equitable and sustainable professional learning system for educator and student outcomes?
Learning & Inquiry in PLCs Network Outcomes

- Improve the **relevance, quality, and coherence** of professional learning systems
- Access to **tools and resources** aligned to the Learning Forward Standards for Professional Learning
- Focus on **equity in professional learning**
- **Emphasis on data** to guide decision-making for educator and student learning
- **Collaboration** with like-minded leaders
- Clear and scalable **pathways for improvement**.
- Increase **capacity to create effective policies and practices** that guide professional learning
How the work happens

**Steering Committee**
- 3 cross-functional team members
- Participate in monthly learning and coaching and network convenings
- Collaborate w/ Improvement Teams
- Work closely with LF coach

**Improvement Teams**
- Including individuals with the most intimate knowledge of the process improved the success of the continuous process improvement model (Ellis & Castle, 2010)
- Coached by the steering committee
- Plan and test change ideas
- Invited to participate in learning webinars

**Learning Forward Coach**
- Facilitate and support professional learning and improvement cycles
### Learning Cadence - Year 1

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<td>Professional learning sessions (90 minutes - Third Tuesday)</td>
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- **Virtual Conferences** with dates and times set with Learning Forward Coach.
Cost and funding

Benefits (annual)

• Virtual network convenings (3)
• Regular, intensive, face-to-face, and virtual convenings for collaborative learning, planning, and professional development.
• Cycles of inquiry within teams.
• Critical friends conversations between teams.
• Virtual team coaching sessions.
• Opportunities for facilitated peer-to-peer learning between teams, across the larger group, and with the networked community.
• Standard Learning Forward memberships for the Core Team
• 3-day registrations for Core Team members to Learning Forward’s Annual Conference

Annual fee

$22,500

ESSER funds through the American Rescue Plan Act can support participation in this network.
Next Steps / Timeline

**Application**: gather basic info and start conversation

**Membership Agreement**: commitment to participate

Due September 17, 2021

Follow-up conversation with Network team member

**Onboarding session(s)** scheduled with Learning Forward Coach

August - September 2021

**Convenings, Year 1**

1. **November 2-3**, 2pm - 4pm ET (each day), Virtual
2. **February** 21-24 (2 days within the range), In-person
3. **June 15-16**, 2pm - 4pm ET (each day), Virtual
Questions and Discussion
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