PLC Rubric - Phases of Collaboration

Phase 1: Filling the Time	Phase 2: Sharing Personal Practices	Phase 3: Planning	Phase 4: Developing CFAs	Phase 5: Analyzing Student Learning	Phase 6: Differentiating Follow-Up	Phase 7: Reflecting on Instruction
Rambling without clear guidelines Frustration is visible due to too few tasks or too many tasks	Teachers are sharing ideas of what they are doing in their classroom (without reflection resulting in teacher learning or improved instruction)	Teams discuss what to teach and “how to lighten the load” Delegation of responsibilities occur Teams follow the same scope and pacing Teachers plan without focusing on results Teaching focused - not learning focused	Shared assessments are developed causing teams to define what students should learn and what evidence defines success The focus moves from teaching to learning Teams wrestle with fundamental beliefs and develop interpersonal skills to work through contention Teams may require deeper understanding of assessment OF learning versus assessment FOR learning Teams may not assess a wide range of essential outcomes	Full shift from teaching to learning focus Teams effectively analyze data in a safe environment Teams transparently review evidence of student learning Rich conversation about effective instruction occurs Collective intelligence results in solutions for addressing shared challenges Principals do the same and publicly reflect on their work and model a data-oriented approach	Teams respond instructionally to student data Leaders establish reciprocal accountability and provide needed resources and support School leaders are no longer directing Teams take collective responsibility for student success rather than respond as individuals Teams pose provocative questions and demonstrate flexibility pursuing approaches for intervention/extension Leaders encourage professional ownership	Collaboration is largely focused on one question: Which practices are most effective with our students? (The answer to the question is grounded in data and best practice)