 Is Your PLC Sustaining or Developing?

**Sustaining:** Teachers function as a team. They work collaboratively to identify collective goals, gather relevant data, and learn from one another. Unlike a work group, they are characterized by common goals and interdependent efforts to achieve those goals.

**Developing:** Teachers function in work groups that meet periodically to complete certain tasks such as reviewing intended outcomes and coordinating calendars.

**Why?**

In the past few years I have been an administrator at A.P. Beutel Elementary I have seen a true progression from just a group of really good teachers to an award winning team. The recent spotlight educators have been put under has given us the platform to show our district and community that our team has the same drive and determination as some of the highest performing athletes. Even JJ Watt cannot out shine the hard work we have been putting in at Beutel.

Through the years grade levels and everyone working in our school have gradually changed their outlook to help all children reach their high level of success. As a whole we decided we would not let outside factors stop us from serving our students and giving them everything we have each day we step foot onto our so-called field. Through weekly collaborative meetings, teacher teams are able to embrace the PLC philosophy and develop common goals based on data gathered from grade level specific formative assessments. Grade level weekly collaborative meetings is just one part of our process to help all children. We also coordinate with interventionists on a monthly basis, and informally everyday, to zero in on problem areas and develop a game plan using evidence based practices. With our campus having some of the highest numbers in special populations we have been able to prove our interdependent efforts truly support all students.

What sets us apart from other teams is our willingness to advocate for students while being fearless of what others may say. The time we set aside during the day to work together is designed to help us practice and perfect our skills. We consistently invite district and non district staff to join our collaborative process because we recognize how this will positively impact teacher performance.

Ultimately, our team thrives with our collaborative process because their efforts are valued and celebrated. As administrators for our campus we often get pulled in many different directions, however, we make it a point to be active participants in our collaborative process by playing our greatest role as an instructional leader.

