

## PLC Analysis and Action Plan

### Structure Monitoring Analysis

| Structure              | When was it developed? | How was it developed? | Evidence | Effectiveness Description |                      |
|------------------------|------------------------|-----------------------|----------|---------------------------|----------------------|
|                        |                        |                       |          | How is it used?           | How is it monitored? |
| Vision & Mission       |                        |                       |          |                           |                      |
| Collective Commitments |                        |                       |          |                           |                      |
| Guiding Coalition      |                        |                       |          |                           |                      |
| Collaborative Teams    |                        |                       |          |                           |                      |

Created by Kim Nichols, 2019, for Catoosa County Public Schools: Based on resources developed by S.Kramer & S. Shuhl, School Improvement for All; B. Sonjun 2019, "Ensuring High Levels of Learning for EVERY Student"; and based on the work of DuFour, DuFour, Many, & Mattos, Learning by Doing, 2016; and Buffum, Mattos, and Malone, Taking Action, 2018.

**Structure Implementation Action Plan:**

| Structure Area | Action Steps | Timeline | Results |
|----------------|--------------|----------|---------|
|                |              |          |         |
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## Guiding Questions

1. Who was involved in developing the Vision & Mission statement? Did you lead a process where staff had to dive deep into their true beliefs about whether or not all students can learn? How often do you and your staff review the vision and mission statements? Do they just review them or recommit to them?
2. What do you call your school's Guiding Coalition? Has your Guiding Coalition developed their collective commitments? How do they monitor that all their actions align to these commitments?
3. Has your school staff developed their collective commitments? How do they monitor that their actions and all the actions of your school align to these commitments? How often do they review these commitments?
4. How often does your Guiding Coalition meet? What is the focus of the meetings? What structures/processes does your coalition have in place to make sure the meeting is effective? What does effective mean? What training have you provided for your coalition? What is your role in the meeting?
5. How is the work of the Guiding Coalition communicated to the entire staff?

### Collaborative Teams:

6. What collaborative teams have you developed in your school?
7. Using Figure 1.8 on page 23 of School Improvement for All, evaluate the current state of implementation in your school. **Highlight** areas that need to be strengthened.

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