

Houston County School District - DRAFT

PLC Implementation – District Timeline

2006-2007

- *PLCs introduced in district
- ***June 19 -20, 2006** – Tom Many & Eric Twadell - PLCs – Administrator Perspective - HCS
- All school and district administrators attended this training
- *PLCs were to be implemented at all schools and the district level
- *Monitoring and follow-up sporadic

2008-December 2015

- *Schools and district “collaborated” within PLCs
- *Inconsistent understanding of PLCs within schools and district
- *Inconsistent understanding of collaboration within schools and district
- *Inconsistent implementation of PLCs within schools and district
- *Pockets where PLCs are effective, but not pervasive and consistent

January 2016-May 2016

- *Re-evaluation of PLCs within schools and district due to new state guidelines for professional learning and certification renewal
- *Schools assessed level of PLC implementation and understanding to determine areas of strength and weakness for further improvement
- *Formulation of district Human Resources/Professional Learning Task Force to serve as the guiding coalition in the “resetting” of PLC understanding and implementation within the schools and district

July 2016

- *Members of HR/PL Task Force and their school teams attend PLC Institute at Work in Atlanta

August 2016-December 2016

- *Task Force debriefed PLC Institute experience and identified areas for improvement of our PLCs at Principal Meetings
- *Task Force members provide a PLC area of focus at each Principal’s Meeting
- *Collaboration is taking place at the school and district level --- still need work here (i.e. collaboration vs coblaboration)
- *Session on developing norms/protocols for principals done at last Principal’s Meeting – discussion and adoption of those will be done at January 2017 meeting

January 18 & 19, 2017 - Luis Cruz – PLC Mindset and School Culture - HCS D

Culture – Buy In (all staff, all students...including singletons)

How to keep buy in going throughout implementation of PLCs, not just at the start

PLCs are our school business – It is your job!

Norm/Protocol process (i.e. development, utilization, etc.)

- See attachment of principal norms/protocols developed during last Principal's Meeting;

During the process of norm setting protocols were embedded in presentation

Power Standards and Essential Standards (definition of each; what is the difference with each; why are they both important to the process...ultimately RTI)

Four (4) Questions (what does this mean?)

Data Piece

Being a school district that is together!

February 2017 – May 2017

*Schools and central office PLCs evaluating their level of collaboration to further growth as a PLC

*All school administrators identified assistance they need in moving forward in our work with PLCs and also identified barriers

*Purpose of Guiding Coalition, essential standards, and data pictures focus of March 2017 Superintendent's Meeting

*All schools are working on their Purpose Statement and identifying their Guiding Coalitions

By October 2017 all schools should have had the following in place:

*Mission/Vision – Identify your why and how

*Norms/Collective Commitments – Developed and Using

*Guiding Coalition – Having the Right People

*Identified School Teams Stage of Collaboration – Where You are and How to Move Forward

*Time for Collaboration Built into Schedule

*Working on the Four (4) Questions During Collaboration

*Identification of Priority Standards & Supporting Standards

*Working on the Culture of Collective Responsibility – Your Purpose & Why

June 1, 2017 – Anthony Muhammad – Transforming School Culture - HCSD

**Working with our Leadership Teams (Guiding Coalitions consisting of school teams and central office personnel)

Book *Transforming School Culture* sent to all participants the first week in May for preparation for June 1st.

June 28-30, 2017 – PLC Institute at Work

Members of HR/PL Task Force and their school teams attended the PLC Institute at Work in Atlanta

August 2017 – Identification of Priority Standards & Supporting Standards

Teaching & Learning Department facilitated this work with the schools.

September 2017 – Principal, API, & APD Meetings

Review of the work we have done the past year. Check for understanding, barriers, support needed, etc. School level administrators completed a *PLC Reflection Form on School Processes as a District*.

October 2017 – Principal, API, & APD Meetings

Discussion of School level administrators completed a *PLC Reflection Form on School Processes as a District*. What you should have in place in your school at this time.

November 2 - 3, 2017 – Tim Brown – Common Formative Assessments – HCSD

Worked with school teams/administrators and district level administrators on an introduction to CFAs

November 2017–January 2018 - RTI Institute

Members of HR/PL Task Force and their school teams attended the RTI Institutes in Tampa, FL and Plano, TX.

March 22 & 23, 2018 – Mike Mattos – Connecting the Dots - HCSD

Worked with school teams/administrators and district level administrators to help us put it all together.

Outcomes/Expectation of Training for March 22 & 23, 2018

Connecting the Dots between importance of PLCs and Common Formative Assessments to Support the RTI Process.

*RTI – Common Missteps, Essential Actions (Collective, Team, Schoolwide, Districtwide)

*Eating the ElephantMinimum Essential Actions that must be in place!

*For Teams to understand the importance of making sure they have a PLC foundation in place within schools/district to support the RTI process

*For Teams to understand the importance of useful and clearly designed common formative assessments to support the RTI process.

*For Teams to understand the importance of using the data obtained from common formative assessments to determine interventions and enrichment to support the RTI process.

March 22nd specifically for Middle and High School Teams.

March 23rd specifically for Elementary School Teams.

Central Office will also be in attendance on both days.

May 29, 2018 – Jasmine Kullar – Developing Teacher Leaders – HCSD

Worked with school and district level administrators to understand the influence and roles of teacher leaders within a PLC.

June 4, 2018 – Anthony Muhammad - School Culture – Part 2 - HCSD

**Working with our Leadership Teams (Guiding Coalitions consisting of school teams and central office personnel) on transformative leadership.

June 27-29, 2018 – Culture Keepers PLC – Atlanta, GA

Representatives from the schools and district attended this Institute

September 4-5, 2018 – Cassandra Erkens – Collaborative Common Assessments - HCSD

HR/PL Task Force Members & Central Office Personnel attended this training so that all district personnel could be on the same page with the support/communication to district schools

September 24-26, 2018 – HCSD Co-Hosting the RTI Institute in Macon, GA

HCSD partnered with the Bibb County School District to bring this Institute to Middle Georgia for our school and district personnel

May 30, 2019 & May 31, 2019 – Nicole Vagle - Essential Assessment - HCS D

**Working with our Leadership Teams (Guiding Coalitions consisting of school teams and central office personnel)

May 30th specifically for Middle and High School Teams

May 31st specifically for Primary/Elementary School Teams

Central Office will also be in attendance on both days

July 17-19, 2019 – HCS D Hosting the All Things Assessment Institute in Macon, GA

HCS D worked with Solution Tree to bring this Institute to Macon, GA for our school and district personnel

October 14-16, 2019 – Achievement for Students in Poverty – Orlando, FL

Representatives from the schools and district attended this Institute

October 29, 2019 & December 5, 2019 - Redelivery of content from the **Achievement for Students in Poverty** was conducted at LEADing Edge professional learning sessions for principals, APs, APIs, and district instructional leaders.

February 26-27, 2020 – Solution Tree 15 Day Challenge – Charleston, SC

Representatives from the schools attended this Institute

March 2020 - January 2022 - COVID Pandemic - While out of school during this period and also upon returning via distance learning, the schools/teacher teams continued to collaborate and plan effective instruction in the virtual setting via Zoom.

March 11, 2021 - Mike Mattos - “If it is Predictable, It is Preventable - School/district leaders participated in this complimentary session to discuss the steps that schools can take to create a highly effective, multi-tiered system of supports to target learning gaps using the PLC at Work process.

June 1, 2022 – Eric Twadell – Leadership Summit - PLC Reboot '22 - HCS D

Working with our Leadership Teams (Guiding Coalitions consisting of school teams and central office personnel) to refocus our work on PLCs after the pandemic. School Teams conducted breakout sessions to share their strengths in aspects of the PLC process.

June 1, 2022 - District PLC Video Library - Our District PLC Video Library was introduced during the Leadership Summit. The Library consists of videos taken throughout the year of our school PLTs implementing aspects of our Collective Commitments.

September 16, 2022 – Jasmine Kullar – HCS D Teacher Leadership Academy Kick-Off

Prior to the pandemic Jasmine worked with our TL Committee to design our TLA via emails and Zoom. She came to work with our district to provide professional learning during the kick-off to our newly selected teacher leaders

November 1 - 2, 2022 – Jon Yost – Singletons in a PLC at Work – HCS D

Provided professional learning to selected school singletons and their administrators on understanding and building meaningful collaboration for singletons

*At a minimum, all schools within the district, as well as the district office, have representatives who have participated in a PLC at Work Institute.