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| A **LEAD** Teacher uses the PLT process to:***HELENSVALE STATE HIGH SCHOOL: A PLC AT WORK*** | A **HIGHLY ACCOMPLISHED** Teacher uses the PLT process to: |
| D:\jdick39\Desktop\43423424.PNGD:\jdick39\Desktop\Helensvale HS transparent.tif* **Leads and models** an understanding regarding the four critical questions of a PLC to colleagues within the team:

**\***Commitment to clarity and implementation consistency within the team regarding what learning ALL students will receive and when they will receive it. (Question 1) \*Agreement and commitment to deliver and lead collaborative responses to the common formative assessments. (Question 2)\*Lead data driven, explicit intervention strategies that respond to the formative data when students have not yet learnt it or already know it. (Questions 3 and 4)\*Models exemplary practice inanalysingteaching deficits toseek appropriate professional learning for themselves and team members to assist in responding to questions 3 and 4 and uses verifiable learning outcomes evidence to evaluate the impact of this.* **Proactively and consistently** leads by example to reinforce and model team agreed norms that promote trust, sharing and respect.
* **Leads and develops** an understanding in colleagues regarding the three big ideas of a PLC:

\* reinforces a commitment to action that there is collective ownership over **each and every** student and their success within the PLT. (Big Idea 1)\* leads **collaborative enquiry** beyond cooperation to support and evaluate the ongoing cycle of implementation, reflection and improvement of teaching strategies (Big Idea 2)\*drives and evaluates highly effective common formative data processes incorporating feedback to measure teacher effectiveness of themselves and others in **improving learning outcomes** (Big Idea 3) | * **Supports others** to develop a greater understanding regarding the four critical questions of a PLC:

\*Models and sharesacontinued focus on gainingclarity and consistency within the team regarding what learning ALL students will receive and when they will receive it. (Question 1) \*Initiate and ensure the delivery of common formative assessments and the subsequent collaborative discussions. (Question 2)\*Define and model explicit intervention strategies that respond to the formative data when students have not yet learnt it or already know it. (Questions 3 and 4)**\***Seeks appropriate professional learning for themselves and team members to assist in responding to questions 3 and 4 and uses verifiable learning outcomes evidence to evaluate the impact of this.* **Proactively and consistently** reinforces and models team agreed norms that promote trust, sharing and respect.
* **Expands understanding** of how the three big ideas underpin a PLC :

**\***Commits to the success of **each and every** student within their own classes and actively supports colleagues to engage with student data to ensure success. (Big Idea 1)\* Models **collaborative enquiry** to support the ongoing cycle of implementation, reflection and innovative teaching practice for themselves and others (Big Idea 2)\*Active in developing a culture of highly effective common formative data processes to measure teaching effectiveness in **improving learning outcomes (**Big Idea 3) |
| D:\jdick39\Desktop\Captuytryrtyrtytre.PNGA **PROFICIENT** Teacher uses the PLT process to: |  A **Graduate** Teacher uses the PLT process to: |
| * **Applies** a greater understanding regarding the implications of the four critical questions of a PLC:

**\***Clarity about what learning ALL students will receive and when they will receive it to support consistency across all classes. (Question 1)\*Establish and maintain ongoing common formative assessments throughout the unit. (Question 2)\*Implements intervention strategies incorporating team feedback that respond to the formative data when students have not yet learnt it or already know it. (Questions 3 and 4)**\***Uses student data toseek appropriate professional learning to assist in responding to questions 3 and 4.* **Consistently follows** team agreed norms that promote trust, sharing and respect
* **Applies** a greater understanding of the three big ideas of a PLC:

\*Commits to the success of **each and every** student within their own classes and actively engages with the student data of colleagues. (Big Idea 1)\***contributes to collegial discussions** by focusing on the impact of their own teaching strategies and that of their colleagues on student learning (Big Idea 2)\*uses effective common formative data processes to measure their effectiveness in **improving learning outcomes** and applies constructive feedback to improve knowledge and practice.(Big Idea 3) | * **Demonstrates** an understanding of the three big ideas of a PLC:

\*Commits to the success of **each and every** student within their own classes. (Big Idea 1)- **contributes to collegial discussions** by focusing on the impact of their teaching strategies on student learning (Big Idea 2)- uses effective common formative data processes to measure their effectiveness in **improving learning outcomes** (Big Idea 3)* **Demonstrates** an understanding regarding the four critical questions of a PLC:

**\***Clarity about what learning ALL students will receive and when they will receive it. (Question 1)\*Responds to the common formative assessments. (Question 2)\*Implements intervention strategies that respond to the formative data when students have not yet learnt it or already know it. (Questions 3 and 4)**\***Seeks appropriate professional learning to assist in responding to questions 3 and 4.* **Consistently follows** team agreed norms that promote trust, sharing and respect
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