

# **The PLC Experience**

Arlington Public Schools

# History

September 2010

- Based on data, APS began looking for opportunities to improve student learning.
- Effectiveness with in our subgroups.
- Sense of educational urgency among staff and students.
- Evaluation of our educational philosophy.

**Looking at promising practices to assist in the process.**

**Identified PLC's**

- Collaborative effort.
- Concentrated evaluation and use of Data.
- Driven by promising practices and research.
- Valued and identified time as a primary resource.
- District were having success

# Success from 2010 - 2013

- Increased sense of urgency and expectations at the secondary (7-12) level.(teacher accountability)
- Programming that promoted accountability and worked to remove outside factors
- Decreased failures (average 4 per semester)
- Decreased number of students on the ineligible list (60 to 15 on avg.)
- Implemented middle school
- Recognized by Governor in 2012

The following chart represents the total number of failing students in grades 7-12 by semester, from the spring of 2008 to present.

grade Level	2010 Fall	2011 Spring	2011 Fall	2012 Spring	2012 Fall	2013 Spring	2013 Fall	2014 Spring
7	0	0	0	0	0	0	1	0
8	0	2	1	0	0	0	1	1
9	8	8	0	1	2	1	1	2
10	3	3	0	0	3	2	1	1
11	2	5	1	0	2	1	0	1
12	1	4	0	0	0	1	1	1
MS	0	2	1	0	0	0	2	1
HS	14	20	1	1	7	5	3	5
<b>Total</b>	<b>14</b>	<b>22</b>	<b>2</b>	<b>1</b>	<b>7</b>	<b>5</b>	<b>5</b>	<b>6</b>

# Unintended Consequences

- Different set of expectations for K-6 and 7-12 lead to inconsistency among staff expectations (changed year 2)
- Lack of resources and preparation that lead to frustration among staff
- Had the appearance of being driven by the administration. (common mistake)
- Ownership belonged to the administration rather than staff which lead to a disconnect in year 3.
- Key aspects were not accounted for. (SMART Goals / assessments )

# Adjustments

- Staff changes in 2013
- Individuals had operated in an effective PLC environment
- Formulated a plan in Fall of 2013

# Changes to the PLC program

- Recruited a K-12 Leadership team to assist with the restructuring of the program.
- Gathered input from the staff with the assistance of the PLC team.
- Developed a strategic plan to address issues.
- Attended Dufour training in June.
- Followed up with leadership meetings in the summer to develop a plan.
- Hosted meeting with staff to build consensus.



# Cultural Shifts

- Accountability
  - Joint meetings
  - Essential learnings
  - Common Assessments
  - Development of new more specific SMART goals.
- Expectations for training and better understanding.
- More transparency
- Input sought by staff
- Regular team meetings.
- Celebrations that revolve around academic growth

# **PLC Vision Statement**

“As stakeholders of Arlington Public Schools, we agree to be accountable for the development and maintenance of a system that promotes a student first, data driven, collaborative environment focused on learning for all participants”

# **Vision: Improved Learning for all students**

## **Goals**

- \* Celebration and recognition of all success
- \* Student needs are the first priority
- \* Transparent and honest communication
- \* Utilization of data and promising practices
- \* Growth mindset

## **Current Systems**

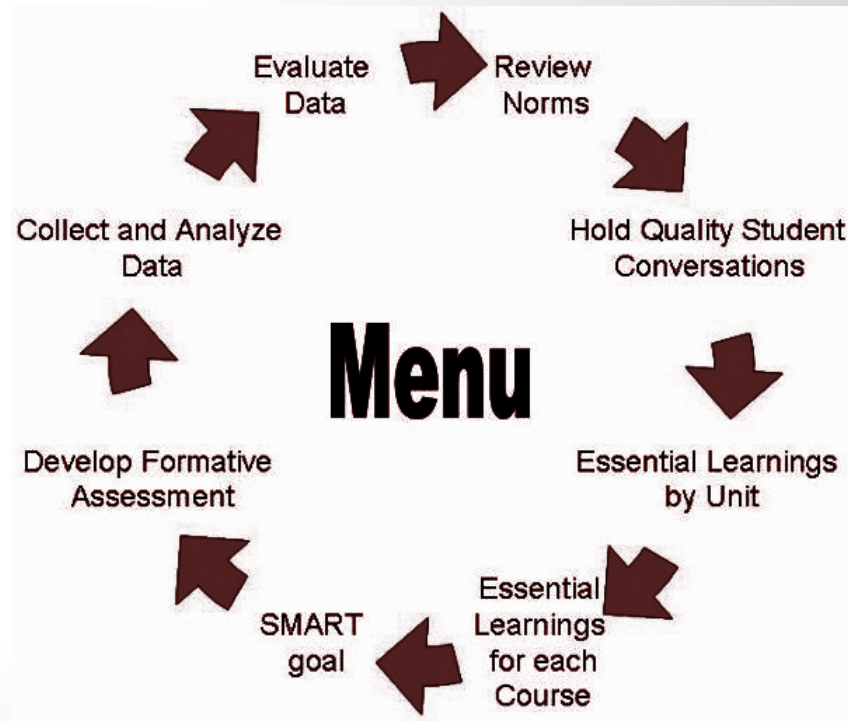
- \* Guided Study Halls / General Study Halls
- \* Elementary schedule change / revised sped services
- \* Common Plan / Collaborative time / SMART goals
- \* Data driven practices / development of common assessments
- \* Newsletters / social media / building and staff meetings
- \* Intervention strategies (GRIP /ESP/ Lunch Bunch /Math lab / eligibility....)
- \* Dedicated staff
- \* **Rtl**

## **Desired Culture**

- \* Recognize the benefit and importance of working together as a team to eliminate isolation , improve learning, share the same vision, develop common language and identify key learning goals.
- \* Take ownership in the learning process, using data and best practices, making certain that all students succeed.
- \* Promote a sense of urgency in the learning process.
- \* Invite and model a service based environment.
- \* Work together as a collaborative team at all levels of the process.

# Roadmap to Success

- Created by the leadership team.
- First time that teachers truly displayed “buy-in”



# Action Plan

## PLC Leadership Team Action Plan

# SMART Goals

- Redirected SMART Goals to meet specific student needs.

## Original SMART Goal

Students will show growth in reading and math.

## New Smart Goal

80% of students in grades 5-8 who are in the bottom quartile will show 10 scale score points on the NeSA R/M/S

# Continual Growth

- The process has changed our thought and direction regarding education.
- Our paradigm has shifted from teaching to learning recognizing that we are accountable for our students and their well-being.
- We continue to grow our process, seeking innovative ways to cultivate learning with in our staff and students.